

Drug & Alcohol Policy

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Issue 8, September 2023
Issued by Amanda Flavell
Status - Final

Drug & Alcohol Policy

Tradestaff is committed to ensuring both our own and our clients' workplaces are free from the effects of drugs and alcohol, and that any Tradestaff worker is not impaired in their ability to perform their duties in a safe and healthy manner while working for Tradestaff or on assignment. Tradestaff's clients may also conduct their own drug/alcohol testing for any worker working on their work site, as per their policies and procedures. Tradestaff will ensure our workers understand this could occur.

It will be deemed serious misconduct should any Tradestaff worker supply, use, sell, transfer or possess any illegal drug, abuse any prescription drug not officially prescribed, or consume unauthorised alcohol while working or on assignment with a Tradestaff client, and may lead to the termination of employment.

Tradestaff, together with our clients', will also consider that any Tradestaff worker deemed 'unfit for work' due to impairment, or 'under the influence' as a potential threat to the health and safety of themselves, their work mates, or others, including the public.

To ensure the protection of the health and safety for all, Tradestaff together with our clients may, where required, test for 'at risk' behaviour through any of the following:

- **Pre-placement:** where requested by the client, applicants will undergo a pre-placement drug/alcohol test.
- **Reasonable cause:** a Tradestaff worker may be asked to consent to a drug/alcohol test where their actions, appearance, behaviour or conduct causes Tradestaff or the client to reasonably suspect that drugs or alcohol may be impacting upon their ability to work safely.
- **Post incident:** where any Tradestaff worker has been involved in any accident or incident while at work or working for a client they may be subject to a drug/alcohol test regardless of whether harm resulted. An 'incident' shall include (but not restricted to) incidents involving damage to a vehicle, property, plant, or equipment.
- **Random:** this testing maybe considered for Tradestaff's safety sensitive industry clients.

Use of medicinal cannabis: Individuals are now able to obtain a prescription for medicinal cannabis from their doctors. The use of medical cannabis is heavily regulated, and medical cannabis generally does not contain tetrahydrocannabinol (THC) and is not psychoactive.

If the medicinal product/s contain THC or other psychoactive substances found in cannabis, there is an obligation to advise Tradestaff, so that safety aspects can be discussed with clients. Tradestaff require a copy of a current prescription, (or a current letter from your doctor stating that you are being treated with the product) made out to the worker, must be able to be provided, and products must have been dispensed from a pharmacy and not obtained online or from a third party.

This policy will be reviewed and revised by Tradestaff's Health and Safety Committee every 2 years and following any operational, legislation or best practice changes.

Signed:

Date: 25 September 2023



26/09/23

Position: General Manager - Recruitment

Review Date: 25 September 2025