

WHAT IS IT?

It outlines how we manage matters associated with the consumption and distribution of alcohol & other drugs in the workplace.

WHO DOES IT APPLY TO?

All team members and other workers at CBCity.

HOW DO I ACCESS IT?

[Drug and Alcohol Management Policy](#)

WHY DO WE HAVE IT?

To support the health and wellbeing of team members/other workers and to maintain a satisfactory level of health, safety and performance.

IT SEEKS TO:



Promote workplace education and awareness of drug and alcohol use



Ensure a safe workplace environment



Empower leaders to identify and manage drug and alcohol use that may have impacts in the workplace



Discourage attendance at the workplace if team members/other workers are unfit for work or are unsure of any impairment due to drug or alcohol use

WHAT YOU NEED TO KNOW



You are not permitted to consume, possess or distribute alcohol or other drugs in the workplace



You can be tested at any time for drugs and alcohol during your work hours at Council



If you have an equal to or above breath alcohol concentration of 0.02%, you will be deemed as positive



Council deems any team member/other workers above the cut-off limits outlined in the Australian Standards for drugs to be a positive test



You will attend an internal mandatory education session regarding the Drug and Alcohol Policy



If you undergo any drug or alcohol testing in the workplace you will be treated at all times in a confidential and non-judgmental manner

YOU SHOULD ALSO BE AWARE OF

REASONABLE SUSPICION TESTING



If there is reasonable concern that you may be under the influence or impaired by drugs and/or alcohol

POST INCIDENT TESTING



Following a workplace health and safety incident

RANDOM TESTING



At any time you can be asked to undertake a compulsory random breath testing and random saliva testing for drugs and alcohol

LIMITED RANDOM TESTING



If you fall under the Limited Random Testing list as described in the Drug and Alcohol Management Procedure