

Alcohol and Other Drugs Policy

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Purpose, Aims and Objectives

Hydro Tasmania recognises that alcohol and other drugs do not mix in the workplace.

Hydro Tasmania believes any individual present in the workplace, who has consumed alcohol above the legal limit BAC 0.05 or above BAC 0.00 for defined potentially dangerous activities or test positive to illicit drugs may present a risk to safety, and may affect an individual's job performance and have the potential to cause damage to person, property and equipment. The management of the risks associated with the use of alcohol and other drugs at work is essential to ensuring a safe work environment. The Alcohol and Other Drugs Procedure forms part of this Alcohol and Other Drugs Policy and should be read in association with this policy

This Policy is intended to ensure all employees and contractors are in a condition to safely and effectively carry out work.

The unauthorised possession, sale or use of alcohol and other drugs by employees and contractors is prohibited and will not be tolerated.

Employees/contractors must not be impaired in their ability to perform their duties safely, competently and professionally due to the misuse of alcohol and other drugs. Any employee or contractor found to exceed the maximum Blood Alcohol Content (BAC 0.05) detailed in the associated [Alcohol and Other Drugs Procedure](#) or test positive to any of the drugs detailed or in possession of drugs (as defined in section 6.5 of the Alcohol and Other Drugs Procedure) while at work or performing work related tasks shall be dealt with in accordance with Hydro Tasmania's Discipline Policy and Procedure, which may include termination of an employee's employment or a contractor's engagement.

The supporting procedure focuses on education, counselling, employee assistance programmes, self, causal and incident testing and, where necessary, the taking of disciplinary action for breach of this policy (which may include termination of the employees employment).

Subject to the maximum BAC detailed in the Alcohol and Other Drugs Procedure, if the procedure is in conflict with changes to any relevant legislation, then that legislation will take precedence over the policy to the extent of the contradiction and until such time as the procedure is reviewed and changed.

Scope

The Alcohol and Other Drugs Policy applies to all of Hydro Tasmania's sites and workplaces and to all individuals who are on site or are carrying out duties on Hydro Tasmania's behalf at those sites or workplaces.

The Hydro Tasmania Alcohol and Other Drugs Procedure

(<http://SWHEDOCS/Documents/OCEO-40812>) forms part of this policy.

Legal Accountabilities

Hydro Tasmania and individual employees/contractors have obligations under the Workplace Health and Safety Act 1995 and Regulations 1998 and Common Law, as follows:

1. Workplace Health and Safety Act 1995 and Regulations 1998

Section 19 of the Act states:

A person must ensure that he or she is not by the consumption of alcohol or a drug in such a state as to endanger his or her own safety at a workplace or the safety of any other person at a workplace.

Regulation 26 states:

- a. *Except with the permission of the employer or for legitimate medical reasons, an employee must not consume drugs or alcohol in the workplace.*
- b. *An employee must notify his or her employer if the employee's taking of or failure to take medication is likely to affect the safety of the employee or any other person at the workplace.*
- c. *An accountable person, who has reasonable grounds for believing that a person is incapable of safely performing his or her duties or may constitute a risk to another employee, due to the affects of alcohol, drugs or illness, must arrange for that person's removal from the workplace.*

Breaches and sanctions:

Every effort will be made to carry out all actions under the Alcohol and Other Drugs Policy or Procedure in a manner which respects the dignity and confidentiality of those involved and is consistent with the values of Hydro Tasmania. **A breach of this policy will result in the implementation of the Discipline Procedure (Code of Discipline):**
<http://swhedocs/Documents/OCEO-22410>

Associated procedures and/or guidelines or related documents

<http://swhedocs/Documents/OCEO-22410>; Discipline Procedure (Code of Discipline)

<http://SWHEDOCS/Documents/OCEO-40812> Hydro Tasmania Alcohol and other Drugs Procedure

HRPL15 : Smoke –Free Workplace Policy

<http://swhedocs/Documents/OCEO-29628>: Hydro Tasmania OH&S Policy

<http://swhedocs/Documents/OCEO-30504>: Hydro Tasmania Safety Principles

<http://swhedocs/Documents/OCEO-7170>: Hydro Tasmania Cardinal Rules