

P2 Alcohol and Other Drugs Determination

Sutherland Shire Council (SSC) is committed to a workplace that is free from risk caused by alcohol and other drugs.

This Determination applies to all SSC Management and Workers (including Contractors and Volunteers) that enter a SSC workplace and/or carry out work for SSC.

The aim of this Determination is to establish a clear and consistent process to actively discourage the inappropriate use of alcohol and/or other drugs that may affect SSC business services, safety of its Workers and reputation with the community and other stakeholders.

SSC shall:

- provide training, information and education about the harmful effect of alcohol and other drugs on work performance, safety and conduct;
- promote acceptance of personal responsibility for consumption of alcohol and other drugs;
- promote a culture amongst all Workers that it is not acceptable to be at work whilst impaired by alcohol and/or any other drugs;
- set professional standards for approved and/or lawful use of alcohol and other drugs;
- implement a program of random mandatory alcohol testing;
- implement a process for reasonable suspicion testing for drugs and/or alcohol;
- provide access to confidential and non-judgmental advice, support, and treatment services;
- respond with reasonable action to non-compliance in accordance SSCs Counselling and Discipline Policy.

Management and Workers shall:

- be fit for work and not be impaired;
- conduct themselves in an appropriate and/or professional manner whilst at work related functions where alcohol is being served;
- not sell or supply alcohol or drugs at the workplace;
- nominate a person that may be impaired or involved in illegal activity;
- where warranted, seek assistance for alcohol and drug related issues.

By implementing this Determination, SSC will strive to provide a safe workplace for everyone and will endeavour to secure high levels of productivity, efficiency, quality and professionalism.

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