



Grid Group Drug & Alcohol Policy

Purpose and Scope

Grid Group Pty Ltd is committed to the well-being of its personnel, and to enabling them to perform their work in a manner which is both productive and does not jeopardise their own safety or the safety of others.

References

Grid Group Staff Induction

Responsibilities

All Grid Group personnel on any site maintained/serviced by Grid Group Pty Ltd are responsible for their own behaviour and actions at all times. All personnel must adhere to the following;

- Must not bring any illegal drugs to work or have them in their possession at work. Workers must not sell, or make arrangements to sell, consume or dispense illegal drugs or prescription or pharmacy drugs at work. Such conduct constitutes serious misconduct. It may also constitute a criminal offence, in which case the company may notify the police, or other appropriate government authority;
- Do not attend work, commence work, continue work or return to work while under the influence of alcohol and/or drugs.
- Do not consume drugs and/or alcohol at the workplace.
- Do have an understanding and compliance with this policy.
- Do not misuse any chemicals provided by Grid Group for any purpose other than that of its intended purpose.
- Inform Grid Group management or your location supervisor if you believe there is a policy breach. Some indicators that somebody may be under the influence include;
 - Near miss incidents
 - Violence
 - Habitual lateness
 - Frequent absences
 - Neglect of personal grooming
 - Interpersonal problems
 - Employee experiencing poor coordination, poor concentration and/or visual disturbance.
- Responsible social events can be held at the workplace (include likely events, such as Christmas parties). To ensure everyone remains safe:
 - everyone is expected to act responsibly
 - non-alcoholic drinks and food will be provided
 - alternative public transport arrangements will be provided
- At any time, you could be tested for alcohol or drugs, this would be completed within a controlled environment in compliance with the necessary Australian Standards.



- Any personnel found to have drugs or alcohol within their system will be disciplined as necessary. This could either be a formal warning or instant dismissal, depending on the severity of the situation.

All personnel are encouraged to seek counselling and support services through their GP or local health service if they believe they are suffering from Drug and/or Alcohol dependency.