

Dump It is committed to protecting the safety, health and wellbeing of all employees and other individuals in our company, and we recognise that the misuse of drugs and alcohol poses a significant threat to our goals. We require that employees, as a condition of their employment, adhere to a strict policy regarding the use and possession of drugs and alcohol.

As a PCBU Dump It has an obligation under WHS legislation to provide a safe workplace and eliminate, and if it is not possible to eliminate, minimise so far as is reasonably practicable any risks to the health and safety at that workplace due to alcohol and drugs and their affects upon safety in the workplace. This includes any risks associated with workers coming to work impaired by alcohol and/or drugs.

The Dump It drug and alcohol policy is that:

- Employees must always be in a fit state to carry out their duties when at work. They must not possess, consume or be under the influence of alcohol or other impairing substances.
- All staff must have a Blood Alcohol / reading of 0.02% or less, and/or non-prescription drugs present in their system. If you are an operator of a company vehicle you must have a Blood Alcohol reading of 0.00%, and/or no non-prescription drugs present in their system failure to comply will result in immediate dismissal.
- Anyone suspected of being impaired due to alcohol or substance abuse or taking of drugs, legal or illegal, must immediately be removed from the workplace and undergo a drug / alcohol test.
- Dump It will carry out screening for alcohol and drugs. Testing may be carried out on reasonable suspicion or following an accident or incident. Dump It also reserves the right to introduce random testing where it is considered appropriate.
- Provide assistance through a range of preventative, educational and rehabilitative measures to overcome drug and alcohol problems that could impair an employee's ability to work safely.
- Management will encourage our employees to maintain good health and wellbeing through a suitable lifestyle balance.
- The Dump It Drug & Alcohol Management Manual outlines, the management of the testing procedures, types of drugs being tested, and consequences of a positive test result; these form part of this policy.

In the instance that prescription medication could potentially affect the ability of the employee to perform their normal work duties safely; the employee must notify their immediate supervisor so that corrective control strategies can be implemented. Failure to advise may constitute misconduct. Employees taking prescription drugs will list these on the Medical Prescriptions Form.

In the event that drugs or alcohol are found on company premises, actions may include an investigation of the matter to attempt to determine who is responsible for the drugs or alcohol, or/and requiring workplace participants to undergo a drug or alcohol test.



*Matthew Calleija*  
Director