

Southern Cranes is committed to complying with Victorian State legislation to provide a safe and healthy environment for all staff, subcontractors and the general public on our premises & sites. Similarly, all staff members have a responsibility for their own health and safety and the health and safety of the people with whom they work.

The aim of this policy is to reduce or eliminate the likelihood of possible injury and /or potential negative effects resulting from alcohol and drug use and/or abuse in the workplace. Workers with drug and alcohol problems can damage their physical and mental health and cause injury to themselves and others. Some drugs, even in very low doses, can affect the capacity of a worker to carry out their duties. Southern Cranes acknowledges the affect that employees with drug and/or alcohol problems can cause in the workplace. Any employee with such a problem can lead to a loss in productivity, an unsafe workplace and loss of morale amongst the company.

To this end, Southern Cranes encourages persons with a problem to seek help. No person will be disadvantaged as a result of undertaking a rehabilitation program. A person who is under the influence of alcohol and/or any other drug will not be allowed to work on a site whilst he/she is incapable of performing safe work practices. Any person who believes another person on site is a risk to his/her own or another's safety should advise the OHS Representative in confidence. The OHS representative shall notify management immediately. The OHS committee and management in consultation with the person concerned will decide if that person is capable of performing safe work practices. Disciplinary action may be taken by management following consultation with the OHS committee. If disciplinary action is to be taken, one verbal warning, one written warning shall apply.

Alcohol is not permitted to be consumed or stored on Southern Cranes sites. Southern Cranes recognised that staff may enjoy a variety of social activities and invitations to corporate functions. This may include the consumption of alcohol. Workers participating at these functions are expected to do so in a safe, responsible manner that will not harm others, the property of others or the company's reputation. Responsible consumption of alcohol is requested and the use of taxi's, public transport, designated drivers or hotel accommodation if the consumption of alcohol is in excess of the legal limit. Appropriate use of prescribed drugs is permitted, provided work performance is not affected. Workers required to take prescribed drugs which may have notable side effects are required to notify their OHS Representative or immediate manager prior to commencing work. The misuse of legitimate drugs or the use, possession or sale of illegal or non-prescribed drugs is strictly prohibited. Southern Cranes is committed to ensure that all workers continue to be aware of this policy.



Brett Hengstberger
Director

23.08.18
Date