

Hockey MD Pty Limited Policy for Drug and Alcohol Use

For the purpose of this document, “staff” refers to all Hockey MD Pty Limited employees, volunteers and contractors.

1. RATIONALE AND PURPOSE

Employers have a duty of care under the Occupational Safety and Health Act (1983) to protect staff from any known harms. This includes the short and long term risks associated with drug and alcohol use. Creating a workplace that prevents the use of drugs and alcohol within the workplace, and ensures responsible use outside of the workplace can positively impact on the health and safety of staff.

The impact of drugs and alcohol in the workplace

Drugs and alcohol can have a detrimental impact on safety and health in the workplace. Drugs and alcohol can reduce a person’s ability to work safely by affecting the nervous system, coordination, motor control, concentration, alertness and impeding the ability to exercise judgment. Under the Occupational Safety and Health Act (1983) Hockey MD Pty Limited has a duty of care to protect staff from known hazards and risks. This includes any impairment that may arise from the effects of drugs and alcohol. Staff who are impaired by drugs and/or alcohol increase the risk of injury and illness to themselves and to others. The Act also states that workers must take reasonable care of their own health and safety at work to avoid harming the health and safety of other people through any act or omission.

Drinking alcohol or using drugs can:

- Affect people’s ability to work efficiently and perform tasks safely
- Cause liver or brain damage, heart disease, high blood pressure and increase the risk from many types of cancer
- Increase the risk of injury through road trauma, violence, falls and accidental death
- Lead to weight gain and obesity
- Harm the developing foetus in women who are pregnant, or a breastfeeding baby

The Australian Guidelines to Reduce Health Risks from Drinking Alcohol recommend that men and women who drink, drink no more than two standard drinks on any day to reduce the lifetime risk of harm from alcohol related disease or injury. With one in eight adults drinking at levels that are dangerous to their health, it is important to create an alcohol free workplace.

2. PERSONS AFFECTED & RESPONSIBILITIES

Hockey MD Pty Limited:

- Will provide and promote an alcohol and drug free workplace

- Recognises the importance of minimising alcohol consumption and drug use in the prevention of lifestyle related diseases and the maintenance of health and wellbeing
- Will ensure staff do not attend work in an impaired condition resulting from the use of alcohol or drugs
- Will ensure staff do not possess or consume alcohol or drugs while on duty for, or at the workplace of Hockey MD Pty Limited
- Will provide a safe and supportive work environment to reduce risks associated with drinking alcohol or drug use
- Are responsible for making sure all staff are made aware of this policy
- Are responsible for supporting and contributing to the implementation of this policy
- Are responsible for managing the implementation and review of this policy

Staff are required to:

- Understand and comply with this policy at all times while in the workplace or representing Hockey MD Pty Limited
- Comply with this policy at all times, while working and attending workplace social functions and events
- Inform Hockey MD Pty Limited directors if they believe the policy has not been upheld

3. SCOPE OF THE POLICY

This policy applies to all staff and visitors to Hockey MD Pty Limited.