

DRUG AND ALCOHOL POLICY

Policy Intent

This policy outlines the company's policies and procedures in this area and applies to all companies in which QTEK Labour Hire Pty Ltd has an interest. QTEK Labour Hire Director / Management have a strong focus on providing safe workplaces and inappropriate use of drugs and alcohol is considered adverse to this goal.

Management Overview

QTEK Labour Hire is committed to the highest standards of Workplace Health and Safety performance based on the WH&S Regulation 1997 so that all employees will be safe from injury and risks to health at all times.

This includes ensuring that there is a responsible approach to drug and alcohol usage in the workplace both in-house and on the Host Employers worksite.

QTEK Labour Hire and its associated companies will display a copy of this policy, provide copies at commencement of employment to all employees and place such statements on any website it controls.

Policy

No person shall attend work under the influence of any drug or alcohol. The accepted blood alcohol level on any of QTEK Labour Hire work sites is 0.00

We require all clients engaging our personnel to provide a safe work environment and comply with our policies.

Our personnel will comply with Policies, Procedures, and Rules of the site at which they are employed.

We will treat all documentation as confidential.

Should any personnel be deemed "unfit for work" the matter will be dealt with in accordance with the relevant drug and alcohol procedure.

Attendance or performance of work under the influence of drugs or alcohol may be grounds for summary dismissal.

Review Period

QTEK Labour Hire reserves its rights to amend this policy at any time.

This policy will be reviewed annually by Managing Director, OH&S Manager in association with relevant staff.