



EMPLOYEE ALCOHOL & OTHER DRUGS POLICY (Summary Sheet)

The Department of Corrective Services is committed to the health and safety of all its employees and other persons who visit Departmental workplaces. This includes the elimination of risk in the workplace arising from the effect of alcohol and other drugs on any employee.

The Department's Employee Alcohol & Other Drug (EAOD) Policy seeks to incorporate a comprehensive approach to the elimination of risk from the use of alcohol and other drugs (AOD). This approach includes health education, random, targeted and critical incident AOD testing of employees, and the provision of employee support programs to assist staff that may have difficulty with the use of alcohol and other drugs. The AOD testing program targets the use of alcohol and prohibited substances, and will not focus on medication prescribed for a medical condition.

An employee fails a breath test if the test indicates that the blood concentration of alcohol in the employee's blood is equal to or greater than 0.02 grams of alcohol per 100 millilitres of blood.

All Departmental staff are required to comply with the testing program, where they are directed to do so by an authorised officer. Failure to comply with procedures will initiate disciplinary action.

Confidentiality, privacy and dignity of employees will be respected at all times and have been incorporated into procedures implemented under the EAOD Policy. The implementation of AOD testing procedures will be strictly controlled to ensure that conditions provide for confidentiality, privacy and dignity of employees.

For further information, please refer to the Department's Employee Alcohol & Other Drugs Policy.