



Drug and Alcohol Policy

Purpose

Ess Eye Transport & Logistics (The Company) is committed to providing a safe & healthy working environment.

Ess Eye Transport recognises that alcohol or drug use will impair an individual's ability to perform their work safely. It is the policy of The Company to protect its employees and subcontractors, assets, the community and the environment in which it operates, from hazards arising from alcohol or drug use in the workplace.

Consequently, Ess Eye Transport & Logistics requires the performance of its employees, contractors and others to be unimpaired by drugs or alcohol whilst carrying out work on behalf of The Company. The illegal or unauthorised possession, consumption, sale of or being under the influence of alcohol or illicit drugs whilst carrying out work on behalf of Ess Eye Transport & Logistics is prohibited.

Ess Eye Transport & Logistics views drug or alcohol dependency as a medical condition and encourages any employee with a problem to seek confidential support and treatment.

Any employee or subcontractor found to be in breach of this policy shall be subject immediate dismissal.

The Heavy Vehicle National Law

The Heavy Vehicle National Law sets out regulations in relation to alcohol, prescribed medications and other drugs that specifically relate to this policy. See below.

“Chapter 4: Ready to drive: Driver health and safety

Alcohol

The effects of alcohol on driving performance are well known. It is an offence to exceed the legally prescribed limit whilst driving a large vehicle in Victoria.

You must have a zero Blood Alcohol Concentration (BAC) at all times if you are the driver of:

- *Any bus*
- *Any rigid or articulated truck over 15 tonnes GVM*
- *A heavy vehicle with Driver Under Instruction plates because you are learning.*

The effects of alcohol take a long time to wear off. If you drink alcohol the night before, you may be over the legal limit the next morning. It is best not to drink at all on the night before driving or have only one or two drinks many hours before driving.

Other drugs

Beware of drugs that have not been prescribed by a doctor. If you really need to take medicines that are not prescribed, you should ask your chemist about what effect they will have on your driving.

Any drug you take will affect you.

Any combination of drugs, or a combination of drugs with alcohol, will affect you much worse than anyone taken separately. Be very careful and check with your doctor or chemist for what is safe for a you as a driver.

Police have the power to undertake roadside saliva testing of drivers and riders, to detect the presence of:

- Speed (methamphetamine)
- Cannabis (THC)
- Ecstasy (MDMA)

Driving with these drugs in the blood or saliva is an offence and penalties (including Licence loss) will apply.

Drugs and Fatigue

There are no known drugs that can overcome fatigue.

“Some substances may keep you awake for a while but will not make you alert. Later, you may be even more tired than if you had not taken them at all. “

Scope

This policy was prepared by Ess Eye Transport & Logistics and relates to its employees and subcontractors.

Code of Behaviour

All employees and subcontractors of Ess Eye Transport & Logistics are required to meet their obligations as set out in this policy.

It is considered inappropriate to consume alcohol and other drugs (including prescription medication) that may impair the employee or subcontractor's ability to carry out their work safely and professionally.

Drugs and alcohol affect individuals differently. It is important that this be considered when employees and subcontractors make choices to consume alcohol or drugs outside their working hours which may continue to take effect long after they have been consumed.

Employees and Subcontractors must seek professional medical advice in relation to their specific circumstances before taking any prescribed medication to adequately assess its potential impact on the employee or subcontractor's ability to carry out their duties safely and professionally.

Employees and subcontractors must alert Ess Eye Transport & Logistics Management if they are or are going to be unfit to carry out their duties safely and professionally due to alcohol or drugs (including prescription medication).

Roles and Responsibilities

It is the responsibility of Management at Ess Eye Transport & Logistics to implement a set of minimum standards for behaviour around drug and alcohol use, to communicate these to all employees and subcontractors and to ensure that its employees and subcontractors understand their obligations under the policy.

As part of its commitment to safety and professionalism, Ess Eye Transport & Logistics will:

- Monitor work performance
- Carry out random vehicle inspections
- Report incidents and concerns
- Investigate and document any such reports
- Approach an employee or subcontractor who may be intoxicated

- Impose corrective measures
- Refer an effected employee or subcontractor for counselling/rehabilitation
- Keeps records; and
- Regularly evaluate this policy.

Discipline

Ess Eye Transport & Logistics considers any breach of this policy, grounds for dismissal. Employees and Subcontractors will be given one written warning following an initial breach of the policy. Should that employee or subcontractor be in breach of their obligations on a second occasion they will be dismissed immediately.

Signed:	Print Name:
For and on Behalf of:	Signatory's Title:

I have read and agree to the alcohol and drug policy	<input type="checkbox"/>
------------------------------------------------------	--------------------------