



Standard HS12

Drug and Alcohol Monitoring

December 2018

Health and Safety

Intent

All employees must report to work, and remain throughout the working day, in a fit and safe condition to undertake their duties and must not be under the influence of drugs, alcohol, or any other substance of abuse. The purpose of this Standard is to ensure a procedural framework exists for monitoring and handling of any misuse of drugs and alcohol, and that the monitoring of these substances is conducted in an appropriate, fair and consistent manner.

Performance Requirements

Systems are in place to identify the substances that are prohibited at work. Possession, consumption, trade, sale or storage of drugs or drug paraphernalia will not be tolerated.

- 1.1. Procedures are in place for all DNZ Divisions and their suppliers that clearly describe the processes for drug and alcohol monitoring. Including the following:
 - 1.1.1. Pre-employment, including roles in scope
 - 1.1.2. Post-incident testing, including when this is applied
 - 1.1.3. Reasonable-cause testing, including a description of reasonable-cause and its determination
 - 1.1.4. Random testing, only where legislated or regulated
- 1.2. Safety-sensitive roles, those that might be called out for a higher frequency of testing or which might be required through legislation or regulation to require random testing will be clearly defined within the DNZ Procedure based on risk analysis.
- 1.3. Procedures will cover the limits set for measuring where it can be measured eg. breath alcohol limits.
- 1.4. The consequences for positive tests, refusing to test or attempting to compromise the outcome of a test will be clearly communicated to workers through induction, training and an annual communication reminder.
- 1.5. Testing statistics will be recorded and monitored as part of the DNZ's overall H&S monitoring and measuring process.