

Drug and Alcohol Policy

The ARA Electrical Group recognises its responsibility under the Work Health and Safety Act and Regulations and as such is committed to the implementation of the following policy to ensure the safety of all workers as defined in the legislation.

- Illicit drugs and/or alcohol are not to be used or consumed by workers of ARA Electrical whilst they are performing or representing this company in their duties.
- Workers who have either been prescribed drugs or narcotics by a general practitioner or who are taking treatment that may cause drowsiness or affect the safety of the person or others in the workplace, must advise their direct supervisor prior to commencement of work. The necessary precautions are to be implemented to ensure the safety of the workers and others in the workplace.
- Workers are not to report to work or use company vehicles whilst they are under the influence of drugs or alcohol. This policy also comes into force for those workers who have access to a company vehicle after normal working hours.
- Drugs and/or alcohol are not to be used or consumed at worker meal or rest breaks.
- ARA Electrical will endeavour to assist any workers in resolving their difficulties with drugs or alcohol when such problems become evident. Advice and guidance to professional persons or groups may be recommended to workers.
- Workers found disregarding this policy will be subject to disciplinary action in accordance with disciplinary procedures relating from serious misconduct. As the PCBU, ARA Electrical has a major responsibility to other workers who can be placed at risk by workers affected by drugs or alcohol.
- If there is reasonable doubt that a worker is under the influence of drugs or alcohol, ARA Electrical reserves the right to remove the worker from site. It is the responsibility of the Manager to arrange for safe transportation of the individual to his or her place of residence.

The management of ARA Electrical and its workers will comply with the drug and alcohol policies as implemented by their customer's requirements.



Brett Chambers
Managing Director
15th January 2018