

DRUG & ALCOHOL INFORMATION PRESENTATION



PERTH MARKETS



IMPACT OF DRUGS AND ALCOHOL



Workers impaired by drugs and / or alcohol in the workplace represent a significant risk to Workplace Health and Safety

Incidents may result in:

- Severe injuries or death to workers or others.
- Business owners/officers incurring significant penalties or jail time under WHS laws.
- Increased insurance premiums to businesses.
- A decrease in productivity and reputation.

IMPACT OF DRUGS AND ALCOHOL

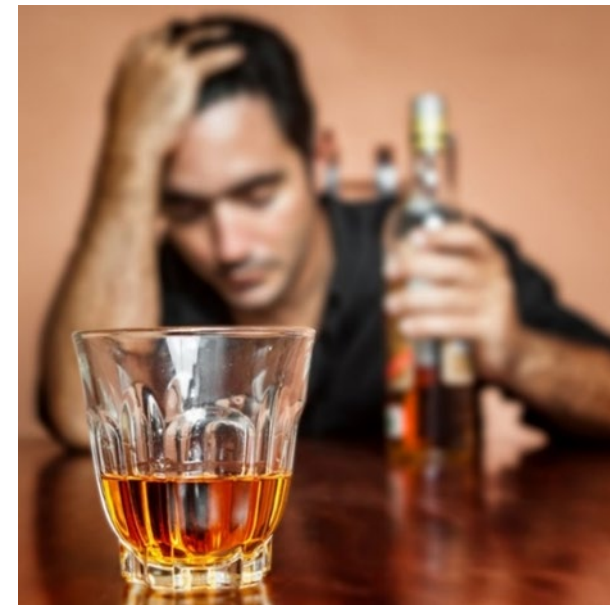


- Workers impaired by drugs and alcohol are a safety risk to themselves and others.
- Drugs and alcohol can affect:
 - Judgement
 - Coordination
 - Motor control
 - Concentration and alertness
 - Increased risk of injury
 - Damage to plant and equipment

IMPACT OF DRUGS AND ALCOHOL



- Other effects?
 - Increased absenteeism
 - Substandard performance
 - Poor employee morale / health



IMPACT OF DRUGS AND ALCOHOL



- Workplace drug and alcohol expert's reports found that alcohol abuse in Australia contributes to 5% of deaths in the workplace while substance abuse contributed to 11% of non-fatal work injuries;
- One in 20 Australian workers have admitted to working under the influence of alcohol at some point in their career, and one in 50 have used other drugs in the workplace.
- Research estimates 2.5 million days are lost annually due to alcohol and drug use, at a cost of more than \$2 Billion; and
- 1 in 10 workers say they have been affected by a co-worker's misuse of drugs or alcohol.

Source: Drug and Alcohol Foundation

IMPACT OF DRUGS AND ALCOHOL



- Additional educational videos on the dangers of drugs and alcohol in the workplace, available in a range of languages, can be found here:
 - [Drug Education Network – YouTube](#)
- For more detailed information on illicit drugs click on this link.
 - [Illicit Drug Use - Know What You Are Getting Into | Drug Aware](#)

IMPACT OF DRUGS AND ALCOHOL



- Workers that are currently users may find it difficult to adjust to these new workplace requirements.
- They may need to access internal and external support services. Such as an Employee Assistance Program if you have one running.
- To provide employees assistance and counselling to address and overcome problems associated with inappropriate use of alcohol and other drugs that may affect workplace safety.
- Alcohol and Drug Support Line (1800 198 024) or:
- National Alcohol and Other Drug Hotline (1800 250 015) are available to assist those in need.
- Next Step provides a range of treatment services for people experiencing problems associated with their alcohol and other drug use, as well as support for families.

[Community Metro Alcohol and Drug Services \(mhc.wa.gov.au\)](http://mhc.wa.gov.au)



DRUG AND ALCOHOL LIMITS



Positive test result for alcohol

- Blood Alcohol Count (BAC) – 0.05g/100ml (0.05%) or above

Positive test result for drugs

- Tested against the levels set by the Australian Standard 4760:2019
- Drug testing for the common drugs of abuse including amphetamines (e.g. speed and ecstasy), benzodiazepines (valium and serapax), opiates (heroin, opium, morphine and codeine), cannabinoids (cannabis, marijuana and hashish), and cocaine (coke).

DRUGS AND ALCOHOL LIMITS



Exception – 0.00% BAC for people conducting high-risk work:

- Forklift Permit Holders.
- Operation of cranes and commercial vehicles.
- Handling hazardous chemicals.
- Working under a PMGL permit to work.
- Operation of fixed rotation machinery.
- Operation of power tools.
- Welding and/or grinding activities.



Image, Toyota Forklift

COMMENCEMENT



- Random drug and alcohol testing will start from May 1st, 2024.
- Tenants are advised to implement their Drug and Alcohol Management Plan (DAMP) prior to the commencement of random testing,
- Educate their workers on the DAMP requirements, breaches and disciplinary actions.



DRUG & ALCOHOL MANAGEMENT PLAN



- The DAMP aims to support and enforce Tenants' commitment to creating and maintaining a safe workplace free from hazards or risk associated with workers being impaired by drugs and / or alcohol.
- Outlines your commitment to keep your workplace free from the hazards associated with the use of Drugs of impairment.
- Communicates your commitment to your workforce and the broader Market community.

DRUG & ALCOHOL MANAGEMENT PLAN



Under the DAMP, workers may be subject to drug and alcohol testing as follows:

- pre-employment or pre-engagement;
- random testing – by the business or the PMGL site-wide testing program; **NEW**
- ‘for cause’ testing – suspicion on ‘reasonable grounds’;
- involvement in a workplace incident/accident; and
- returning to work post absence from a positive drug or alcohol test.



DRUG & ALCOHOL MANAGEMENT PLAN



Workers who are in breach of the DAMP will be subject to disciplinary action up to and including termination by their employer.

Workers may also be subject to remedial actions and or refused entry to site under the Perth Markets site rules.

WORKERS' RESPONSIBILITIES



All workers must:

- Comply with the DAMP.
- Observe directions from their employer regarding the DAMP.
- Recognise their work could be affected by drugs and / or alcohol.
- Immediately notify their employer of any potential breach of the DAMP by another worker (which must be treated confidentially).

WORKERS' RESPONSIBILITIES



Workers must not:

- Work if they are impaired by drugs and/or alcohol as per lawful tolerances or take drugs in the workplace.
- Consume alcohol in the workplace (unless as per the DAMP).
- Possess, distribute or sell illegal drugs in the workplace.

A breach of the above is considered serious misconduct and may even be a criminal offence.

Workers must disclose to their employers the use of any prescription or over-the-counter medication that may cause impairment prior to commencing work.

PCBU & MANAGERS RESPONSIBILITIES



- Maintain harmonious and healthy workplace.
- Ensure that the work performance of workers, visitors and others are not impaired or impacted by the effects of drugs and / or alcohol.
- Support the promotion of safety within the site and support compliance with the Perth Market Site Rules.



Thank you for your time.

For more information, please speak to your employer
or contact PMGL on 9456 9226.