



## **BKM Australia**

17 Hayden Street

DALBY QLD 4405

Ph: 0408 658 011

E: [ben@bkmaustralia.com.au](mailto:ben@bkmaustralia.com.au)

W: [www.bkmaustralia.com.au](http://www.bkmaustralia.com.au)

ABN: 17 460 919 709

QBCC: 1505 1826

## **DRUGS & ALCOHOL POLICY**

BKM Australia & Benjamin Milsome are committed to implementing and monitoring an Alcohol and other Drug (AoD) system.

BKM Australia & Benjamin Milsome have a ZERO tolerance to alcohol and drugs in our workplaces. Individuals that choose to work under the influence of alcohol and other drugs pose a considerable risk to the safety of themselves, the public and their fellow work mates.

Anyone on our sites found to be in possession or consuming alcohol or illegal drugs or working under the influence of alcohol and other drugs will be required to leave the workplace and may have their contract or employment terminated.

The aim of this policy is to ensure that BKM Australia & Benjamin Milsome and its employees, contractors & subcontractors conform to legislative requirements and to ensure the provision of a safe workplace for all.

### **Senior Management**

Senior management is accountable for ensuring the effective operation of the AoD

Programmed in their areas of responsibility so as to ensure that all BKM Australia & Benjamin Milsome Employees, Contractors and Sub-Contractors understand and support the BKM Australia & Benjamin Milsome AoD policy and understand the standard AoD procedures for testing and that adequate resources are provided to monitor conformance with the policy.

### **Supervisors & Team Leaders**

Supervisors & Team Leaders are accountable for ensuring that all Employees, Contractors and Sub Contractors are aware of and comply with the provisions of the BKM Australia & Benjamin Milsome AoD policy. They are also responsible for assessing the fitness for work of Employees, Contractors and Sub Contractors under their control and taking prompt and appropriate action to address declining safety as a result of alcohol or drug misuse.

### **Employees, Contractor and Sub-Contractors**

All BKM Australia & Benjamin Milsome Employees, Contractors and Sub-contractors are accountable for ensuring that they are not in an unfit state for any reason and are required to raise any concerns about their own and/or another persons' fitness for work; and notifying their supervisor/manager/team leader of any situation in which this policy may have been breached, including;

1. Unauthorised possession or consumption of alcohol or drugs on site or during work;
2. Failure to provide details to their supervisor or manager of prescription medication and associated limitations to carry out normal duties (medical confidentiality will be strictly maintained).

**BKM Australia & Benjamin Milsome conducts random alcohol self-breath testing, pre-employment testing, and cause testing.**