# SAFE OVER SUMMER

## Alcohol & Other Drugs

Our goal is to ensure every person goes home **fit, safe, and capable** at the end of each shift.
Alcohol and other drugs whether **illegal, prescription, or over-the-counter** can seriously impair our ability to think clearly, react quickly, and work safely.

**Primary Risks & Hazards to Spot**

- **Morning-after effects:** alcohol or drugs still in the system from the previous night.
- **Fatigue compounding impairment:** slower reactions even when BAC appears low.
- **Prescription misuse:** painkillers, sedatives, or cold medications causing drowsiness.
- **Work near high-risk plant or energy sources:** forklifts, elevated work platforms, electrical, or confined spaces.

**Discuss / Share:**
What are the signs that someone **isn't fit for work**?

Who can you talk to confidentially if you're struggling or on medication that affects performance?

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**Critical Controls**

- **Zero tolerance** for alcohol and illicit drugs on all sites
- **Fit-for-Work assessments** (including random, for-cause, or post-incident testing).
- **Self-declaration** if you are taking prescribed medication that may impair work.
- **Supervisor escalation process** for suspected impairment.
- **Confidential support available** through EAP and health providers.
- **Clear disciplinary and rehabilitation pathways** to address issues fairly.

**Discuss / Share:**

Have you seen examples where drugs or alcohol nearly caused an incident? What could have prevented it?