Alcohol & Other Drugs

Alcohol, drugs and prescribed or over-the-counter medicines can impair judgement, focus, coordination and reactions. Effects may not be obvious, but risks can increase.

Our goal: everyone goes home fit, safe and capable at the end of every shift.

Primary Risks & Hazards to Spot



- **Morning-aftereffects may impair reactions.**
- **Fatigue can worsen impairment.**



- **Medicines can cause drowsiness or reduced alertness.**
- **Poor concentration and decisions increase errors and unsafe behaviour.**



- **Driving: slower reactions, less awareness.**
- **High-risk work: greater risk.**

Social Infrastructure & Citizen Services

Where might this happen in our work environment?



Driving and vehicle operation: impairment can slow reactions, affect judgement and reduce awareness of what is happening around you.



Operating plant: alcohol, drugs or medication effects can increase the risk of errors and incidents.



High-risk work: impairment increases risk at heights, during electrical work or in confined spaces.

Where else?

What signs suggest a workmate may be unfit for work?

What can we check to protect?

1 Am I fit for work?
Present unimpaired. ZERO TOLERANCE. Know medication side effects before work. Tell your supervisor if medicine may affect safe work.

2 Can I do this task safely?
No driving, plant or high-risk work while impaired. Follow company rules and applicable testing.

3 Are we looking out for each other?
Check yourself and workmates for impairment. Stop work and seek help if anyone seems unfit. Use EAP for alcohol, medicine or drug concerns.

What will you check today to make sure you and your workmates are fit for work?

Social Infrastructure & Citizen Services

Your safety comes first

The SI&CS Health, Safety and Wellbeing Team is here to help.

You don’t have to work through a safety concern alone.

Ask for support when:

You’re unsure

We can help you understand a hazard and discuss a safer way to work.

Something happens

We can help with hazard, incident and near-miss reporting and next steps.

You need support

We can work with you and your supervisor or manager to address health, safety and wellbeing concerns.

Do you know who is your HSW Business Partner?

Stop if the work is unsafe

Pause the task and move to a safe place. Speak up if something feels unsafe or you are unsure.

Notify your supervisor or manager

Report hazards, incidents and near misses promptly, even if no one is hurt. Explain what happened, where it is and who may be at risk.

Do not continue unsafe work

Keep the task stopped until the risk is addressed and your supervisor or manager confirms a safe way forward. Ask for help if you are unsure.