

Pattmore Consultants Pty Ltd in association with Pattmore Constructions Pty Ltd (PattCon), specialises in construction, refurbishment, and maintenance of commercial, industrial and government facilities.

### SCOPE

This Policy applies to and is to be complied to by all employee's, subcontractor's, stakeholder's, visitors, volunteers and others at all PattCon's worksites and places.

Compliance with this Policy shall be a requirement of all Employee Agreements, Subcontracts, Site Inductions and Daily Attendance declaration.

This Policy is to be regularly communicated to all and be available to any interested party upon request and to be reviewed for its on-going suitability.

### OBJECTIVE

To ensure that all employee and subcontractor personnel are fit for work and to prevent those that are not fit for work from entering worksites or undertaking work.

As part of its commitment to the organisations' work health and safety objectives, the aim of PattCon is to promote a safe work environment by:

- Addressing a range of issues that may impact on fitness for work including fatigue, stress, physical well-being, medical conditions, mental health, drugs and alcohol.
- Encouraging maintenance and improvement of individuals' fitness for work.
- Introducing, when deemed appropriate, pre-work medicals as a pre-requisite to employment or undertaking specific tasks.
- Improving PattCon's ability to meet its duty of care obligations.
- Improving and maintaining an awareness of fitness for work responsibilities.
- Providing appropriate referrals or assistance to overcome difficulties that could impair fitness for work.
- Monitoring compliance with and enforcement of this Policy and other associated policies and procedures, including the use of objective medical testing methods to detect the presence of drugs or alcohol.
- Deeming workers who refuse to be tested or return a positive result are unfit for work and prevent their return to work until their fitness to work is proven.
- Providing effective, fair and constructive procedures for dealing with employees and subcontractors who are unfit for work.

### Alcohol and other Drugs

Personnel are not permitted to enter a worksite, or conduct works while under the influence of alcohol or other drugs that impair their judgement or performance. There is a zero-level tolerance for drugs and alcohol, subject to testing detectable levels.

Upon completing a site induction, all personnel agree to submit to drug and alcohol testing as required by PattCon. The daily attendance form shall require all personnel attending site to declare their fitness for work, including they are free from the influence of alcohol and other drugs and reconfirm their acceptance of testing requirements.

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### Periodic Testing

Periodic testing may be conducted of the onsite workforce, blanket testing of all site personnel present at a given site will be undertaken or the testing candidates will be randomly selected utilising computer software from all onsite personnel.

### Targeted Testing: Higher Risk Activities

The Work Health and Safety (National Uniform Legislation) Act 2011 definition of High-Risk Work is adopted for higher-risk activities. Where higher-risk activities are occurring, targeted testing of the personnel performing those works may be undertaken in addition to the frequent and periodic testing. The procedure for targeted testing, including frequency, shall be determined by senior management when assessing project risk and be included in the project safety management plan.

### Targeted Testing: for Cause

If there is concern that an individual is affected by alcohol or other drugs, targeting testing of that individual may be undertaken.

Following any significant incident, including all notifiable incidents, targeted testing of all personnel involved shall be undertaken.

### Voluntary Testing

Testing shall be undertaken of any individual that requests testing. Voluntary testing shall not contribute to periodic or targeted testing numbers.

### Mandatory Testing Requirements

Testing may include testing for all of the following substances:

- (i) Alcohol;
- (ii) Opiates;
- (iii) THC;
- (iv) Cocaine;
- (v) Benzodiazepines;
- (vi) Amphetamine; and
- (vii) Methamphetamine.

Saliva or urine testing shall be undertaken in accordance with AS 4760:2019 and AS/NZS 4308:2008 respectively. Where saliva testing is undertaken, the detectable cut-off level for Benzodiazepines is 10 ng/ml. the breath testing for alcohol shall be performed utilising an AS3547:2019 compliant device in accordance with manufacturers recommendations.

### Testing Results

Any person who refuses testing or returns a non-negative or positive result shall be deemed not fit for work, prevented from performing work and removed from the worksite with transport provided

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to their place of residence. The individual shall not be permitted to return to work that day and on their next day of attendance must prove their fitness for work prior to entering a worksite or commencing work, including but not limited to drug and alcohol testing.

PattCon may take disciplinary action for test refusal or non-negative or positive test results, including instant dismissal, site bans and contractual penalties.

Counselling and assistance shall be provided to all individuals returning a non-negative or positive result, regardless of whether the worker has self-reported. Where the individual is a subcontract employee, the subcontractor shall bear the expense of counselling and assistance.

When expressly permitted by PattCon Senior Management, alcohol may be served in compliance with Responsible Service of Alcohol obligations on PattCon premises, licenced premises or other suitable and designated area free from construction site hazards. Following the consumption of alcohol, personnel shall be deemed not fit for work and will not be permitted to enter a worksite or conduct work.

### COMMITMENT

PattCon is committed to providing a safe, healthy and productive workplace for all employees and subcontractors, who in turn have an obligation to take reasonable care of the safety of themselves, other workers and the general public and to comply with health and safety requirements.

Our Policy is supported by Senior Management who are committed to the establishment, implementation, maintenance, and regular review of this Policy.



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Peter Pattemore  
Project Director



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John Pattemore  
Construction Director

