



DRUG AND ALCOHOL POLICY

BPM Health provides a work environment that aims to ensure the health, safety, respect, and productivity of all employees, including contractors.

1. Scope

This policy applies to all employees and contractors who work for BPM Health.

2. Policy

- Employees and contractors are required to report to work free from the influence of alcohol or drugs. Any employee whose performance may be impaired due to the use of a medically prescribed drug or other non-prescribed drug and alcohol use must notify their manager immediately. The unlawful use, possession, or distribution of any controlled substance while
 - at work is prohibited.
- When BPM Health social and business functions, workshops, or events are held, at either BPM Health premises or other locations, a variety of beverages will be available which include non-alcoholic and low-alcohol beverages
- Whilst driving a vehicle for work purposes, employees are to not be under the influence of drugs and must comply with the alcohol limits of their driver's licence. BPM Health will accept no liability for any damage to a vehicle, injury to any person, or damage or injury to any third party, incurred while the driver of the vehicle is in breach of this policy or the law. Any employee taking prescription drugs must check with their treating practitioner to establish if the use of the drug will impact on work performance. In this case, employees are responsible for notifying their manager immediately.

Policies Control

Current from	March 16th 2024
Replaces versions dated	N/A
Approved by	Director