



Drug and Alcohol Policy

v01.17

Scope

Various work health and safety legislation defines a worker as *a person who carries out work in any capacity for a person conducting a business or undertaking (PCBU)* — this includes a volunteer carrying out work for the PCBU. Where a volunteer is carrying out work for a PCBU, that PCBU has a duty to ensure, so far as is reasonably practicable, the health and safety of workers engaged, or caused to be engaged by the PCBU, and workers whose activities in carrying out business or work, are influenced or directed by the PCBU.

Members of SSAA - Conservation & Wildlife Management (SA) Inc. (C&WM) are such volunteers and for the purposes of this policy refers to full and probationary members, as well as non-shooter observers (including relatives) attending a C&WM activity.

A workplace is considered all lands upon which members are carrying out an approved activity on behalf of the land owner/manager, including government departments and non-government organisations, whether that be shooting operations or other activities.

Aim

C&WM is committed to providing a safe and healthy work environment in which its members are treated fairly, with dignity and respect. The use of drugs (over the counter, prescription or other) and alcohol may impact on an individual's capacity to perform work safely, efficiently and with respect, thereby posing a risk to the health and safety of the individual and others at the workplace.

This policy outlines C&WM's commitment to a safe workplace and is aimed at preventing, or minimising, any risk of injury or harm to the health and safety of its members, or others at the workplace, from the use of alcohol or drugs. It describes the standards of behaviour expected in relation to the use of drugs and alcohol, the responsibilities of C&WM members and others at the workplace.

Policy Statement

The misuse or abuse of alcohol or other drugs may result in an observable decline in performance or conduct. While it is not the responsibility of Activity Coordinators and Team Leaders to diagnose personal or health problems, they should be aware of the common indicators that suggest that an alcohol or other drug problem may exist. Indicators could include:

- Habitual lateness
- Mood swings
- Violence
- Smell of alcohol on breath
- Forgetfulness
- Speech change
- Near-miss incidents
- Unsteady balance

Fitness for Activity

To be considered "fit for activity", a person must be in a state (physical, mental and emotional) which enables them to perform assigned tasks competently and in a manner which does not threaten the safety or health of themselves or others. This includes a member presenting for an activity in a state where they are not under the influence of alcohol or other drugs.

Alcohol

The acceptable levels for blood alcohol concentration are dependent on the type of work being conducted by members and relevant South Australian legislation. As a general rule, the acceptable level of blood alcohol concentration is less than 0.05%, which is in line with the current legal limit for driving a motor vehicle.

However, this level will vary in accordance with standards and other requirements to the extent that a 0.00% blood alcohol level may reasonably be imposed.

Conservation & Wildlife Management (SA) Inc. policy is:

Members are expected to present for an activity in a fit state to undertake their activities safely, and must not participate in an activity if alcohol or a drug impairs their ability to perform their role in a safe manner.

When members are undertaking shooting activities, the accepted blood alcohol level is 0.00%. Shooting activities include: active shooting, handling firearms and ammunition, handling a spotlight for the purposes of shooting, and driving a vehicle from which shooting or spotlighting is being undertaken.

When members are attending a briefing or debriefing in the presence of the land owner/manager, or their representative, the maximum accepted blood alcohol level is 0.05%. Alcohol must not be consumed or present during a briefing or debriefing, unless approved prior by the Activity Coordinator in consultation with the land owner/manager, or their representative.

When driving cars to and from an activity, the legal blood alcohol level is less than 0.05%. If the person is a Learner or Provisional driver, the relevant legislative requirements will apply if the person is driving to or from an activity.

Breaches of this policy may be referred to Council in writing for further consideration and may result in Council sitting as a disciplinary committee, as per paragraph 24.3 of the C&WM Constitution.

Member Responsibilities

These responsibilities apply to all members, however Activity Coordinators and Team Leaders are expected to take a lead role to ensure this policy is upheld.

Members must take responsibility for ensuring the health and safety of themselves and of others. In particular, members must act responsibly by:

- Ensuring that they do not, by the consumption of alcohol or other drugs, endanger their own safety or the safety of any other person in the workplace. Persons must present for an activity able to undertake their normal work activities to an acceptable standard;
- Attending and resuming an activity unimpaired by alcohol or other drugs and notifying their Team Leader if aware that their performance or conduct could be adversely affected, or if there is a risk to the safety of themselves or others, as a result of the effect of a drug. All persons should find out from their doctor or pharmacist what effects a drug prescribed for their needs has on their performance;
- Taking action to resolve their own alcohol or other drug-related problems, where relevant;
- Consulting with the Activity Coordinator or Team Leader, or member of Council if they have genuine reason to believe that a person is under the influence of alcohol or other drugs and may pose a risk to the health and/or safety of the person and/or others, including the public.

Firearms Act 2015

Section 42(1) of the *Firearms Act 2015* provides for a criminal offence for a person who handles a firearm while so much under the influence of intoxicating liquor or a drug as to be incapable of exercising effective control of the firearm.

Section 42(2) provides for a criminal offence for a person who delivers a firearm into the physical possession or control of another who is so much under the influence of intoxicating liquor or a drug as to be incapable of exercising effective control of the firearm.

Both offences carry penalties of a fine of \$10,000, or 2 years' imprisonment.

Related Documents

- *Advice to C&WM Member*
- *Health and Safety Guidelines*
- *Member Guidelines and Information*
- *Field Activity Roles*
- *Activity Coordinator's Role*
- *Constitution of C&WM (SA) Inc.*
- *Firearms Act 2015*