



In keeping with our obligation to provide and maintain a safe and healthy place of work, this policy sets out the responsibilities of all employees, members and contractors working on our sites, to be fit for duty.

“No employee, contractor or volunteer performing duties on behalf of Dinah Beach Cruising Yacht Association (DBCYA) or DBCYA member or contractor performing duties on behalf of a DBCYA member is to carry out works at DBCYA facility under the influence of Alcohol or Drugs.”

An employee, member, contractor or volunteer under the influence of drugs (including over the counter, prescription or prohibited) or alcohol may pose a substantial risk to themselves and others around them. DBCYA and all persons working in its premises are responsible for the safety of others who may be put at risk because of those who are under the influence of drugs or alcohol.

The General Manager or Supervisor may determine whether staff or volunteers are not fit for duty due to being under the influence of Alcohol or Drugs.

Members are required to abide by this policy as per their signed agreement to adhere to the DBCYA Constitution, policies and club rules. The actions of Contractors engaged directly by members are the responsibility of the member.

All employees, volunteers and contractors must:

- be fit for work at the start of and throughout the work period.
- notify the Manager/ Supervisor if at any time they *may not* be fit for work.
- not exceed a Blood Alcohol Level of 0.05%.
- have no impairment from the use of prescription medication.
- have no impairment from illegal drugs: (Cut off level as per AS 4308:2008)
 - Opiates (300 ug/L)
 - THC (50 ug/L)
 - Cocaine (300 ug/L)
 - Benzodiazepines (200 ug/L)
 - Amphetamines (300 ug/L) and
 - Methamphetamines (300 ug/L)
- comply immediately with a stand-down order if requested by the Manager/ Supervisor.

Signed:

A handwritten signature in black ink, appearing to read "Wendy McCallum".

Name: Wendy McCallum

Position: General Manager

Dated: 05 October 2023

Previous version: 21 June 2021

