



Drug and Alcohol Policy and Drug Screening Information

Edge Personnel is committed to providing a safe workplace and ensuring the health and safety of all workers by preventing and reducing harm associated with workers being impaired by alcohol or drugs at work. The company is also committed to the establishment of programs and attitudes that contribute to a safe working culture. We endeavour to maintain a positive profile with our clients and other members of the public.

We recognise that involvement with alcohol and drugs can have serious repercussions for workers and their performance in the workplace. Incidents involving inappropriate drug and alcohol can also impact on an individual's friends, family and the company that they are employed with and their reputation.

This policy applies to all workers including employees, on-hire workers and contractors. The Policy applies to all workers whilst at any workplace of the company and any other place where the worker performs work for the business.

Edge Personnel's Responsibilities

It is the company's responsibility to:

- Direct any worker reasonably suspected of being under the influence of drugs or alcohol away from the work area.
- Arrange for a safe option of transport home for any worker under the influence of drugs or alcohol.
- Request workers to see a medical practitioner if it is reasonably suspected that they are under the influence of drugs or alcohol
- Provide information regarding internal and external support systems available to the worker.

Workers Responsibilities

It is the workers responsibility to:

- Understand and comply with this policy
- Attend work free from the impairment of alcohol and other drugs
- Consult with management if they believe they are impaired by alcohol or drugs

Edge Personnel encourages all its workers to discuss prescription drugs that they are taking with their doctor to determine whether use of the drug will impair their ability to operate tools, machinery, or equipment to carry out work tasks. Edge Personnel also encourages workers consult with their manager at an early stage, to ensure that the worker is capable of performing their work tasks whilst taking the prescribed drugs.



Drug and Alcohol testing

You have applied for a position with Edge Personnel which may require you to complete a pre employment medical and (urine) drug screening prior to you being placed on site. Please note random site drug screens may also be completed on site.

Edge Personnel invests in you and your safety from the start. Pre employment medicals and drug screens cost up to \$250.00 and functional assessments cost up to \$180.00. That is \$430.00 before you start.

Our investment requires your honesty and we would prefer you be honest and not proceed with application if you believe you would not pass a drug screen. Our consultants will not discriminate against or make a judgement against you. They will appreciate your honesty.

A range of factors, both at the workplace and in people's personal lives, impact on the ability to work safely. The use of alcohol and/or other drugs may be one of them. Alcohol and other drugs usage become an occupational safety and health issue if a worker's ability to exercise judgment, coordination, motor control, concentration, and alertness at the workplace is impaired, leading to increased risk of injury or incidents to themselves or others. Co-workers may be placed in difficult situations, expected to cover unsafe work practices, or faced with reporting a fellow worker.

Workers must take reasonable care of their own safety and health and not endanger the safety and health of others in the workplace. The consumption of alcohol and illicit drugs while at work or prior to shift is therefore unacceptable, except in relation to any authorised and responsible use of alcohol at workplace social functions. Workers should present themselves for work and remain, while at work, capable of performing their work duties safely.

For employers, alcohol and other drugs can cause a range of problems. In some cases, their use may lead to loss of life, injury and damage to plant or equipment. Employers have a general 'duty of care' obligation to ensure that, as far as practicable, workers are not exposed to hazards and risks that could arise from workers being impaired by alcohol and/or other drugs.

Drugs and work

The law says that you must keep yourself and others safe at work. If you are involved in an incident and are found to have drugs or alcohol in your system you have broken the law and your risk of being dismissed, prosecuted, or even jailed increases.

Drug Driving

You have probably got the message about the dangers of drinking and driving or being in a car with someone who has been drinking but taking drugs and driving can be just as dangerous.



For more information about the laws associated with Drug Driving, visit <https://drugaware.com.au/>

How long do drugs stay in your system?

Amphetamines (ice, speed, whiz)

can be detected in blood from 4-8 hours after use, and in urine for up to 3-4 days after use.

Cannabis (mull, dope, pot)

can be detected in blood for up to 20-36 hours, but can be present in urine after use to 120 days after use.

Cocaine (coke, crack)

can be detected in blood from 40-90 minutes after use, and in urine for up to 1-2 days after use.

Ecstasy (eccies, E)

can be detected in blood from 4-8 hours after use, and in urine for up to 3-4 days after use.

Hallucinogens (trips, tabs)

can be detected in blood from 30 minutes after use to 2 days after use, and in urine from 1-5 days after use.

Heroin (smack, hammer)

can be detected in blood from 30 minutes – 3 hours after use, and in urine for up to 1-2 days after use.

Benzodiazepines (downers)

can be detected in blood from 1 - 100 hours after use, and in urine for up to 1 - 6 weeks after use.

For more information visit <https://drugaware.com.au/>

Testing

Urine testing is the most common method of testing as it detects drug use for a longer period of time, and it is less invasive, easier to administer and is more accurate.

Hair testing can provide a history of drug use as traces of drugs may accumulate in your hair. The length of the hair can determine how far back drugs may be traced back.

NOTE: Regardless of industry some of our clients will either conduct random drug screening on site, whilst others will require a urine test prior to your commencement.

By signing the electronic copy of this form via our Foundu Application you are stating that you have read the above information and would like to proceed with your application. In signing this document, you understand should you fail any drug and alcohol testing pre – employment or during the assignment you will incur the cost of such testing directly.