1. The Framework for Alcohol and Drug Management in the Workplace recommends that employers develop a drug and alcohol policy in consultation with workers following the conduct of a risk assessment which identifies the need for a drug and alcohol policy in that workplace.
2. The Framework is applicable to all workplaces. However, it is expected that only high risk workplaces will identify a need for a drug and alcohol policy and a number of these workplaces will already have one in place.
3. The Framework will provide guidance to those in industries for which there are legislative provisions requiring the development of drug and alcohol management programs, such as those relating to rail safety workers, passenger transport and heavy vehicle drivers and those for which there is legislation, such as mining and aviation, prohibiting employees from working while affected by alcohol or drugs.
4. The Framework will also provide guidance to other industries such as construction and manufacturing which do not have a mandatory drug and alcohol testing regime.
5. Where the risk assessment indicates that testing is required, the Framework provides guidance on testing methods and indicates that employers should adopt a method which is discreet, quick to administer, provides timely results, is the least invasive and recommends breath testing for alcohol and oral swab testing for drug use. The rationale for testing is to determine a worker’s fitness to work at any time and not impairment over a period of time.
6. Cabinet approved the publication of the *Framework for Alcohol and Drug Management in the Workplace* as guidance material.
7. *Attachments*
* [Framework for Alcohol and Drug Management in the Workplace](Attachments/Framework%20for%20Alcohol%20and%20Drug%20Mgt.pdf)