



The health, safety and well-being of A.G. Coombs Group of Companies employees can be affected by the inappropriate use of alcohol and/or drugs. It is not acceptable for a person to present to work when he/she is affected by alcohol and/or drugs. This has the significant potential to affect the health and safety of the person and other persons/employees.


This Policy, and the procedures associated with it, are aimed at providing practical ways that an affected person may address and hopefully overcome the alcohol/drugs issues that affect them, their families and fellow workers.

Where issues are identified an employee will be offered appropriate support and access to assistance and intervention programs.

The employee's recognition of the issues and desire to remedy the situation are key elements in progressing support programs.

All issues relating to this policy will be dealt with in the strictest confidence. The Group Human Resources Manager has responsibility for all issues relating to this policy.

The A.G. Coombs Group of Companies reserves the right to utilise the Disciplinary Procedure should an employee's actions or behaviour be such that it is deemed to be appropriate.

Approved:		Policy Number: 15 ref Procedure 10.1
Name	Russell F. Telford, Managing Director	Version 1.1      October 2009