



POLICY //

Fitness for Work

Alder Constructions was established in 2003 and undertakes commercial building, civil and infrastructure projects. Our core company goals and objectives underpin all our policies and work procedures. These are to deliver profitable, sustainable and quality building and civil projects, in an enjoyable, family-feel environment for the well-being of all stakeholders.

Alder Constructions is committed to providing and maintaining the highest attainable level of workplace health and safety for our employees, subcontractors, suppliers and the public affected by our operations. In keeping with this, the consumption or possession of drugs and alcohol during work hours is prohibited. The use of drugs and alcohol poses an unacceptable risk to people who work with Alder Constructions. Alder Constructions has a zero tolerance to drugs and alcohol and the effects of drugs and alcohol within the workplace.

This policy applies to normal working conditions and we acknowledge there are certain controlled social functions within the low risk office environment where responsible alcohol consumption shall take place. These functions must be approved by a Director.

This policy is aimed at assisting those affected, not at targeting the individual and ensuring confidentiality of persons undertaking any assistance.

Alder Constructions employees and contractors must ensure they do not attend the workplace if they are adversely affected by alcohol or drugs. Any employee that Alder Constructions suspects is impaired by drug or alcohol use will be instructed to cease work immediately as a safety precaution.

Alder Constructions may hold random testing as part of specific project requirements or as continual improvement in workplace health and safety objectives and the employer's duty of care. Under occupational health and safety legislation it is a requirement that all incidents, including those involving drugs and alcohol are documented and reported.

In the event of a person being affected by drugs or alcohol they will be subject to disciplinary procedures. This is considered a major breach of safety and terms of employment and can result in instant termination of employment.

Employees will be offered counselling or other assistance during employment with Alder Constructions via an Employee Assistance Program (EAP). The HSE & HR Manager will be acting as the EAP officer and all discussions are confidential.

Greg Alder
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Alder Constructions Pty Ltd

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Director & General Manager
Alder Constructions Pty Ltd