

Drug and Alcohol Policy

RATIONALE

To provide a safe place of work for all individuals associated with Tulla Drilling (TD) operations and to minimise the risk of injury or illness resulting from the use of alcohol or illicit drugs.

POLICY

The use of illicit drugs or consumption of alcohol, at any TD operation is prohibited during work hours. Under no circumstances shall employees present to work under the influence of illicit drugs or with a Blood Alcohol Reading of greater than 0.00 (B.A.C).

Wet Camps

Unless otherwise stated by the Client and its site rules and regulations, the consumption of alcohol outside of work hours is a PRIVILEGE and shall be permitted as follows:

- The TD Management suggested maximum is six (6) cans/stubbies of Beer of choice, at the end of each work shift;
- No other form of alcohol is permitted at any TD or Client operation;
- Responsible behaviour must be maintained at ALL times, i.e. meal times.

Drug and Alcohol Testing will be carried out on a daily basis and it is a condition of employment with TD that employees submit to drug and alcohol testing when required. TD reserves the right to make any Wet Camp DRY without further notice.

Dry Camps

Unless otherwise stated by the Client and its site rules and regulations, the consumption of alcohol onsite or outside of work hours is prohibited.

Drug and Alcohol Testing will be carried out on a daily basis and it is a condition of employment with TD that employees submit to drug and alcohol testing when required.

NON COMPLIANCE

Employees who do not comply with this policy will be subject to disciplinary action that may result in termination of employment.

EMPLOYEE RESPONSIBILITIES

- Comply with this policy;
- To take reasonable care of the health and safety of others in the workplace;
- To cooperate with TD in our efforts to comply with OHS;
- Participate in actions and procedures such as hazard identification and reporting;
- Use equipment properly in order to provide for the health and safety of people in the workplace;
- Submit to drug and alcohol testing daily.

MANAGEMENT RESPONSIBILITIES

- Provide a safe place of work and ensure the OHS program is complied with, in the area under their control;
- Ensure employees are supervised and trained to meet their requirements under this program;
- Ensure identified hazards under their control are addressed;
- Ensure employees are consulted on issues that affect their health and safety;
- Monitor the effectiveness of this policy and act when required;
- Educate and train personnel on the negative effects of drug and alcohol use.

Related Documents:

- 1.0 - HSEC Management Plan:
 - 1.1 FM10 - Fitness for Work Policy.
 - 1.1 FM17 - Code of Ethics Policy.
 - 1.1 FM23 - Performance Management and Review Policy.
- 3.2 - Fitness for Work Procedure:
 - FM1 - Medication declaration form.
 - FM2 - Random drug test record.
 - FM4 - Random alcohol test record.



Shannon Klintworth
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