



CRA BULLETIN

Issue 39 – 21 February 2008

Signed: _____ Dated: _____

Drug Testing

The following clauses can be added into your employment agreements if you wish.

- 1 Employees working under the influence of drugs or alcohol pose a serious health and safety risk to our employees and customers. We are committed to maintaining a drug and alcohol-free workplace. You are required to abide by our Drug and Alcohol Policy at all times.
- 2 If you are working in a safety-sensitive role or environment, we may test you for drugs or alcohol at random intervals.
- 3 If you do not work in a safety-sensitive role or environment but either we suspect, on reasonable grounds, that you are under the influence of drugs or alcohol, or there is an incident involving potential compromise of health and safety standards, then we may:
 - a) send you home on unpaid leave for such period as may be reasonably necessary and we may take disciplinary action against you up to and including dismissal; and/or
 - b) require you to undergo drug and alcohol testing.
- 4 By signing this agreement you consent to undergo, at our expense, drug and alcohol testing by our nominated testing agents in accordance with our drug and alcohol testing policy.