

STATEMENT

The RTO recognises that alcohol and drug abuse can affect one's ability to safely perform training and is deemed to be a work health and safety risk. Our RTO has a zero-tolerance policy in regard to the use of drugs and consumption of alcohol whilst on any of the RTO sites or training locations. We do not tolerate students attending training under the influence of drugs or alcohol. If the student is affected by prescription medications, they must cease any activities immediately and report this to their Trainer.

DEFINITIONS

RTO - Registered Training Organisation:

- ABV Training & Consulting Pty Ltd (ABV) (RTO 52592)

SCOPE

This policy applies to all RTO staff, contractors, visitors, and enrolled students.

RESPONSIBILITY

All RTO staff members are responsible for ensuring this policy is adhered to.

PROCEDURE

RTO staff, contractors, visitors, and students are to be advised that they may be subject to Random Drug Testing.

Anyone requested to submit to a test has the right of refusal however they need to be advised of the outcome if they chose to decline the test.

- Courses located at Tamala Park: a refusal to submit to a test will mean immediate removal from the site with no opportunity to return for any future courses.
- Courses at other locations: the person will be referred to the Training Manager or appropriate line manager.

Any drug testing performed at Tamala Park that returns a non-negative result will mean an immediate removal from the site.

If a student is suspected of being under the influence of drugs and/or alcohol, the matter will be further investigated by the Training Manager and the student will be temporarily suspended from the course. If an RTO staff member or contractor is suspected of being under the influence of drugs and/or alcohol, the matter will be referred to their direct line manager.

The suspected person may be requested to submit to an appropriate testing or screening program (drug test) before being allowed to return to the course.

In the event a student fails a drug test, the Training Manager will discuss this with the student to determine the reason for the failed result. If the student has a valid reason for failing the test (approved prescription medication use, false positive result etc.) then the RTO will retest at no cost to the student. If the student is deemed not to have a valid reason but would like to contest the result, they can retest at their own cost.

Where a student submits a negative result and their training is located at Tamala Park, the student will be relocated to another suitable course location to complete their training.

DRUG AND ALCOHOL POLICY

The outcome of the matter will be documented and noted on the student's Vettrak profile.

If there is a repeat offence, the student will be permanently removed from the course.

In the event a staff member or contractor fails a drug test, the person's direct line manager will discuss the reason and provide the same options available to enrolled students.

ENDORSEMENT / REVISION NOTES

Approved by CEO, RTO.

Approved Date: 10/03/2023

Reviewed On: 01/02/2024