



# LIVERPOOL HEALTH AND ACADEMIC PRECINCT FITNESS FOR WORK - DRUG AND ALCOHOL TESTING MANAGEMENT SUB PLAN

[5/05/2023] | PROJECT REVISION No: **REV 8**



## Plan Revision Status

Date	Revision (in numbers)	Purpose and Summary of Amendments	Reviewed by	Approved by
17/06/2020	1.2	No material change – name of document changed to Management Sub Plan	Phill Smith	Ross Trethewey
17/05/2021	DRAFT	LHAP	Daisy Badel	Michael Niedzwiecki
07/07/2021	Rev 1	Draft approved. Review only	Lilly Cauchi	Michael Niedzwiecki
05/08/2021	Rev 2	Document reviewed as per comments provided by Johnstaff	Lilly Cauchi	Daniel Pujlic
17/11/2021	Rev 3	Review only no changes	Ian Sheils	Daniel Pujlic
08/02/2022	Rev 4	Update to location of drug and alcohol voluntary testing room	Ian Sheils	Daniel Pujlic
05/05/2022	Rev 5	Update EHS Officer details from Daisy Badel to Dylan Stewart - Page 6	Dylan Stewart	Daniel Pujlic
15/08/22	Rev 6	Review only no changes	Dylan Stewart	Daniel Pujlic
15/11/2022	Rev 7	Review only no changes	Dylan Stewart	Daniel Pujlic
5/05/23	Rev 8	Damien Smith nominated as point of contact & Lendlease Building changed to Lendlease Construction	Nigel Rose	Daniel Pujlic

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## 1.0 PURPOSE AND SCOPE OF THE PROJECT PLAN

Lendlease Construction is committed to providing safe, healthy and productive workplaces across its business operations. It is well recognised that drugs or alcohol can affect a person's health and their ability to perform their work tasks safely and productively.

Drug or alcohol use can cause short and long term impairment to a person's work performance, can impact on their safety and health and may even impact on the safety of others at work.

In recognition of this requirement and our commitment to safe, healthy and productive workplaces, Lendlease Construction shall implement, through this Fitness for Work – Drug and Alcohol Testing Management Sub Plan and a drug and alcohol testing program for the Project, consistent with the Lendlease Construction Fitness for Work - Drug & Alcohol Policy and its procedure.

If workers, visitors or staff are deemed to have a non-negative test result, please refer to the Lendlease Fitness for Work - Drug and Alcohol Testing Procedure.

### 1.1 Project Overview

The Liverpool Hospital is a Principal Group A1 tertiary referral hospital, managed by South Western Sydney Local Health District (SWSLHD). Liverpool Hospital currently has 713 inpatient beds and provides a wide range of tertiary and quaternary services. The redevelopment will increase the inpatient bed numbers to 900, as well as expanding tertiary and quaternary services.

The Liverpool Hospital Clinical Services Plan 2031 (version 2.0 dated 26 November 2018), predicts substantial growth in service demand to 2025/26 which continues to 2030/31 due to significant population increase, major infrastructure in South Western Sydney and the poor health status of people within the Local Government Area (LGA) and surrounding areas. These increases result in demand well beyond the hospital's present infrastructure capacities.

## 2.0 RELATED DOCUMENTS

- Lendlease Construction Fitness for Work – Drug & Alcohol Policy (here after referred to as **"the Policy"**).
- Lendlease Construction Fitness for Work – Drug & Alcohol Procedure (here after referred to as **"the Procedure"**).

## 3.0 DEFINITIONS

Key terms referred to herein are taken to mean the same as those outlined in Section 3 of the Procedure.

## 4.0 RESPONSIBILITIES

In addition to the responsibilities of the below positions outlined in the Procedure, the following responsibilities outline the actions of stakeholders in the implementation of the Policy and the Procedure on the Project.

### 4.1 Regional Operations Manager

- Approve the Fitness for Work – Drug and Alcohol Testing Management Sub Plan for the workplace.
- Comply with any request for random drug and alcohol test sampling as a condition of entry to the workplace and as a condition of employment.

#### 4.2 Department, Operations, Workplace, Project or Construction Manager

- Facilitate and authorise the implementation and communication of the Policy, its related commitments and the requirements of the Procedure;
- Compile this Fitness for Work – Drug and Alcohol Testing Management Sub Plan using the Lendlease Construction Fitness for Work – Drug and Alcohol Testing Management Sub Plan Template consistent with the requirements of the Policy and the Procedure and submit the plan for approval by the Regional Operations Manager.
- Implement the approved Fitness for Work – Drug and Alcohol Testing Management Sub Plan.
- Comply with any request for random drug and alcohol test sampling as a condition of entry to the workplace and as a condition of employment;
- Understand the obligations contained within Section 8.12 Consequence Management of the Procedure.
- Seek advice and assistance from Corporate Counsel in respect of suspected illegal activities; and
- Determine the reasonable quantity of alcohol (in conjunction with the Project Environment, Health and Safety Committee where applicable) to be provided at any functions approved by the Regional Chief Executive Officer.

#### 4.3 Manager

A Manager is defined as a person with line management responsibility within a business, business unit or workplace asset, or a construction project. In addition to responsibilities outlined in the Procedure, as part of implementing the Drug and Alcohol Testing program, Manager(s) shall be required to:

- Implement and communicate the Policy, its related commitments including education and awareness training and the requirements of the Procedure;
- Engage an Authorised Organisation to conduct drug and alcohol testing (see section 7);
- Appoint employees (wages and salaried) for the purpose of alcohol testing;
- Ensure employees (wages or salaried) who are required to use hand held breath testing devices have been trained and assessed as competent in the Australian Quality Training Framework (AQTP) requirements for AS/NZS 3547 Breath Alcohol Testing Devices For Personal Use;
- Provide access to confidential counselling through the Lendlease Construction Employee Assistance Program, or alternative support services for workers other than employees; and
- Understand the obligations contained within Section 8.12 Consequence Management of the Procedure.

#### 4.4 Supervisor (Leading Hand / Workgroup Supervisor)

- Take steps to ensure that the Drug and Alcohol Policy and the Procedure is communicated to workers;

#### 4.5 Health & Safety Committee

It is the role of the Health and Safety Committee to assist with consultation between the employer and the workers in instigating, developing and carrying out measures designed to ensure the health and safety of the works in the workplace, including the implementation of Drug and Alcohol Testing and workforce education programs.

## 5.0 EDUCATION AND AWARENESS

Type	Information Package	Commencing from
<b>Awareness</b>	General Workers Awareness Package through Induction, including topics covered in section 7.1 of the Procedure.	1/06/2021
<b>Awareness</b>	On-site marketing collateral including posters, hand outs and contact information for support services.	[1/09/2021]
<b>Education</b>	Targeted education campaign on impacts of alcohol and substance misuse, including the availability of support services. Target education may be informed through results from on-site, business unit or industry testing and other 'local enforcement' issues as they relate to drug and alcohol testing.	[1/09/2021]
<b>Education</b>	Formal training for personnel conducting on-site breath alcohol testing per AS/NZS 3547.	[N/A]

## 6.0 TIMEFRAMES FOR IMPLEMENTATION

Program Aspect / Testing Condition	Overview	Commencing on-site from
<b>Education and Awareness Campaign</b>	N/A	[N/A]
<b>Voluntary / Self-Test</b>	Where voluntary / self-test facilities are implemented as part of education and awareness.	[1/09/2021]
<b>Random / Mandatory</b>	A non-discriminatory program that shall randomly select when testing will occur and which randomly selects which workers will be tested.	1/09/2021
<b>Targeted Testing</b>	Workers will be required to participate in testing when working in high risk activities or once returning to work after a confirmed positive drug or alcohol test.	[1/09/2021]
<b>Post Incident</b>	Where a significant incident has occurred at the workplace, workers involved in the incident may be tested.	1/09/2021
<b>Reasonable Cause</b>	Where reasonable cause has been observed that would indicate a worker(s) may have recently consumed drugs or alcohol.	1/09/2021
<b>Safety Critical Role</b>	Where any work activity, process or work related factor can put the worker, other workers, the general public, the environment or property at risk of significant harm if it is not carried out correctly, a worker undertaking such a work activity or role may be tested.	1/09/2021

7.0 ONSITE TESTING ARRANGEMENTS

Business Unit / Project / Asset:		Liverpool Health and Academic Precinct					
Operation Address -	Physical:	Cnr Elizabeth & Goulburn Street Liverpool			Postal:	43 Forbes Street Liverpool 2170	
Number of safety critical workers on site:		Number of people on site:	120	Hours of operation:		Mon-Fri 7-6 Sat – 8-1	
				Shift Work:		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Site induction required for collector:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Available Facilities:	<input checked="" type="checkbox"/> Private room <input type="checkbox"/> Private toilet	Gender of collector required:	<input type="checkbox"/> Male <input type="checkbox"/> Female	<input checked="" type="checkbox"/> None Specified	
PPE Requirements:							
Special Notes: <small>(E.g. site access protocols, site directions, nearest airport etc.)</small>		N/A					
Program Contact:	Name:	Damien Smith			Phone:	0437 559 361	
	Email:	damien.smith@lendlease.com					
<b>Authorised Organisation(s) / Designated Testers</b>							
External Organisation:		Integrity Sampling					
Names of designated onsite testers:		TBA					
<b>Testing Methodology</b>							
Saliva testing in accordance with AS 4760		Breath analysis in accordance with AS 3547		Alternate Testing Regime: [       ]			
Define program requirements: <small>(e.g. random selection methodology)</small>		Random selection					
Reasonable time agreed: <small>(section 5.15 of Procedure)</small>		[       ]					
<b>Voluntary or Self Testing Equipment</b> <small>(e.g. for the purpose of voluntary or self-testing, e.g. Breath analyser Wall Mount Unit)</small>							
<b>Equipment</b>		<b>Serial Number</b>			<b>Location(s)</b>		
TBA		[       ]			[       ]		
[       ]		[       ]			[       ]		
<b>List of Project Safety Critical Roles</b>							
[       ]		[       ]			[       ]		
[       ]		[       ]			[       ]		



7.1 [Site Map]

Lendlease Office 43 Forbes Street – Voluntary Testing Room

