

Rationale:

Hume Valley School is committed to a zero tolerance alcohol and illicit drugs working environment, and will take all practicable steps to endeavour that all persons performing bus safety work have a zero level for alcohol and illicit drugs and are not impaired by other drugs.

Hume Valley School has adopted this policy because of its general duty:

- To ensure the safety and welfare of its students and staff
- To provide a safe and healthy work environment
- To ensure that all persons are fit to carry out their duties.

Hume Valley School recognises the detrimental effects that drugs and alcohol may have on the safety of bus operations and the general health and wellbeing of individuals.

This policy applies to all persons carrying out bus safety work (as defined in section 3 of the Bus Safety Act 2009 (Vic) for or on behalf of Hume Valley School. If you are unclear about what constitutes bus safety work, see the school's Leadership Team.

Implementation:

It is the responsibility of every person when reporting for duty or while at work to ensure they:

- Have no drugs or alcohol present in their blood or breath immediately before, or while undertaking bus safety work
- Are not impaired by drugs or medication/s immediately before, or while undertaking bus safety work
- Inform their treating health practitioner or pharmacist of the Hume Valley School Drug and Alcohol Management Policy when being prescribed medications.

EVALUATION:

This policy will be reviewed as part of the school's three-year review cycle in line with current DET current policy and guidelines.

Ratified By Hume Valley School Council	March 2016
Review Date:	March 2019