

Guidance on BAC levels for Roles Activities and Sites

Employees will need to comply with a Blood Alcohol Content (BAC) of zero where it; arises from your duties, or if deemed as “high-risk” by Council, or in compliance with the Victorian Road Rules, or in compliance with other legislation or regulations or arising from Council or local policy/procedures.

For example;

A BAC of zero is required for (but is not limited to):

- Drivers of large (non-passenger) vehicles (including road-going plant);
- Learner and probationary drivers;
- Operators of plant, machinery and other equipment;
- Drivers with specific licence conditions imposed by relevant authorities;
- Where a work area determines that this is required for staff undertaking specified duties, including Duty Officers and after-hours on-call staff.

Specific BAC levels for Activities and Sites that Staff must be aware of

| Sites | BAC | All person's working or visiting these sites for work purposes must be 0.00 at all times. |
|--|------|---|
| Operations Depot | 0.00 | |
| Parks and Open Space Depot | 0.00 | |
| Construction sites / worksites / roadside work & inspections | 0.00 | |
| Leisure centres | 0.00 | |
| Events / festivals – Only designated staff working the events and festivals | 0.00 | |
| Early Childhood Services | 0.00 | |
| Role/Team Requirement | | BAC |
| Afterhours officers <ul style="list-style-type: none"> • Where construction / worksites are to be entered, or plant and equipment is to be used • Note: Where decisions are to be determined that can affect Council's reputation or safety of employees or the community, the employee must declare if they believe they are impaired to make the decision and request another officer to manage the issue. | | 0.00 |
| First responders - first aiders / wardens / lifeguards | | 0.00 |
| Activities | | |
| Bus driving – Social Support | | 0.00 |
| School Crossing Supervision | | 0.00 |
| Building Inspection | | 0.00 |
| Building Surveying | | 0.00 |
| Statutory Enforcement | | 0.00 |
| Immunisation | | 0.00 |
| Property & garden maintenance | | 0.00 |
| Construction and infrastructure maintenance | | 0.00 |

All other employees who do not fall into the above categories are expected to have a BAC level **under** .05. However if you are required to visit a specified site that is .00, you must have a BAC at

that level as you will be tested against this if suspected to be impaired by Alcohol. This is also applicable to Role/Team Requirement and Activities.