

NECSA LIQUOR POLICY

To give effect to General Safety Regulation 2A of the Occupational Health and Safety Act, 1993 (Act 85 of 1993) Necsa management, employees and private tenants shall implement the following policy i.r.o. intoxicating liquors and drugs:

- The whole area inside the primary security fence of the Necsa sites shall be an intoxicating liquor and drug free zone. No intoxicating drugs or liquor shall be brought onto site, be in possession of any person, or be offered to any person. No person who is, or appears to be, under the influence of intoxicating liquor or drugs, shall be allowed access to the site or to remain on site.
- Persons taking intoxicating medicines shall be obliged to report the use thereof to their supervisors/managers. The manager or supervisor to comply with the requirements of General Safety Regulation 2A of the OHSAct viz: such a person is only allowed "to perform duties at the workplace if the side effects of such medicine do not constitute a threat to the health or safety of the person concerned or other persons at such workplace".
- To enforce the policy, a procedure for the random testing of persons entering site may be developed and implemented after consultation and acceptance by the Central Labour Forum.
- Recreation site facilities are still available for occasions where liquor may be consumed. Access may, however, not be gained to the workplace directly afterwards. The same will apply to entertainment of clients, etc. at off-site venues other than the recreation site.

The disciplinary code will be applied to any person contravening the policy. Private tenants will be notified of contravention in accordance with lease contract agreements.

The above policy is applicable to all Necsa employees. The policy is also included in the standard lease agreement and applies to all tenants.




Dr RM Adam
CHIEF EXECUTIVE OFFICER