

Drug & Alcohol Policy

Policy

This statement sets out the Transdev Sydney Ferries policy concerning any employee or contractor whose proper performance of their duties is, or may be, impaired as a result of taking drugs or drinking alcohol.

This policy has been developed in accordance with the requirements contained in the NSW Work Health & Safety Act 2011 and forms a part of the Transdev Sydney Ferries Code of Conduct.

Managers, supervisors and team leaders must ensure that all employees and contractors are made aware of this statement and become familiar with its content.

It is a requirement that no employee or contractor shall:

- ✓ Report for duty in an unfit state due to the use of drugs, alcohol or solvents
- ✓ Be in possession of illegal drugs while in the workplace
- ✓ Consume alcohol while on duty or during periods of paid 'on-call' duty
- ✓ Use illegal drugs
- ✓ Misuse prescribed medicines; and/or
- ✓ Take solvents of any kind.

Transdev Sydney Ferries cannot tolerate any departure from these rules and any infringement can possibly result in dismissal. Transdev Sydney Ferries contractors are expected to apply the same standards and penalties.

Transdev Sydney Ferries policy is to assist with the rehabilitation of staff who voluntarily seek help for drugs or alcohol related problems. Such staff must seek assistance at the earliest possible opportunity – subsequent discovery or disclosure prompted by impending testing will not be acceptable. Failure to undertake or complete an approved course of treatment to deal with such a problem can also result in dismissal.

A programme of screening is in place, whereby:

- ✓ Existing staff may be tested for drugs and alcohol without notice at any time
- ✓ Prospective employees will be tested routinely as part of the application process
- ✓ The presence of any illegal drug will be deemed a failure
- ✓ A blood alcohol concentration (BAC) of 0.02, or more in 100ml blood, will be deemed a failure
- ✓ Refusal to take a test for drugs or alcohol will be deemed a failure
- ✓ Existing staff failing the test will be subject to the disciplinary process which can lead to dismissal, and
- ✓ Prospective employees failing the test will not be engaged.



Dean Helm

Managing Director