



TasPorts



Drug & Alcohol Policy

Tasmanian Ports Corporation (Tasports) is committed to providing a safe working environment for all employees, contractors and visitors, and is committed to the health and wellbeing of our employees. Tasports will not permit any employee or contractor to work whilst under the influence of alcohol or drugs.

Tasports has set prescribed limits for drugs and alcohol that apply to all employees, contractors and visitors while at work.

Prescribed limits for work are no more than 0.02g of alcohol per 100 ml blood alcohol content (BAC) for general employees, and BAC of 0.00 for commercial vessel operators.

Employees will be drug free unless they have declared prescription medication while at work.

To achieve this, Tasports will:

- Implement Drug and Alcohol testing protocols. Testing will be conducted by a qualified and reputable third party organisation. Protocols will include, but will not be limited to;
 - Pre-employment drug and alcohol testing;
 - random sampling;
 - testing where it is reasonably believed that a person is impaired by drugs or alcohol;
 - testing of employees following an incident or accident in which the employee is directly involved; and
 - self testing facilities at all sites.
- Refusal to be tested may be viewed as non-compliance with this policy.
- No employee is to use alcohol or illegal drugs on Tasports' property or while working off site on behalf of Tasports unless approved by a General Manager or the CEO.

- Employees recognised as having impaired work performance due to the use of alcohol/drugs will be provided with assistance. Tasports provides programs to prevent the misuse of alcohol and illegal drugs and will provide assistance to employees.
- Any employee having a reasonable belief that a fellow employee at work, or another person in a Tasports work area is in an unfit state must immediately inform their manager or supervisor.
- If at any stage an employee is required to take prescription drugs that may affect either their physical or mental capacity, they must immediately notify their supervisor or General Manager.
- Tasports will treat any disclosures of a private and personal nature in the strictest confidence (e.g. testing, medical conditions, and results).
- Tasports retains the right to observe normal disciplinary procedures for dealing with employees who do not comply with this policy.

This Policy will be regularly reviewed to ensure it is meeting its purpose and that it is being consistently applied.

Robert Barnes
Chief Executive Officer
October 2007