

Drug and Alcohol Policy

Purpose

This policy supports the RailCorp Strategic Objective of 'a safe railway, a safe workplace, a safe culture.'

Policy Statement

The objective of the requirements contained in this Policy is to improve the safety of staff, contractors and customers through reducing the risk created by the use of drugs and alcohol in the workplace.

RailCorp is a drug and alcohol free workplace. Every employee and contractor is responsible to be drug and alcohol free while at work.

Being drug and alcohol free is defined as:

- For **alcohol**, a test reading of less than 0.02% blood alcohol concentration.
- For **drugs**, a test reading less than the cut off levels stipulated in the Australian/New Zealand Standard 4308 (AS/NZS 4308).

In addition, employees and contractors are not permitted to have or sell prohibited drugs or alcohol or, be in possession of any item or piece of equipment for the use or administration of a prohibited drug at any RailCorp worksite.

To facilitate the objective of this policy, and to discharge its obligation under the Rail Safety Act 2008, RailCorp will develop and implement a drug and alcohol program consistent with our corporate values and behaviours.

A focus of the RailCorp drug and alcohol program will be support for our employees to remain drug and alcohol free while at work. Measures to reduce safety risk, absenteeism and other effects in the workplace due to the consumption of alcohol and other drugs will include the opportunity to self identify and seek help, rehabilitation programs and education on drug and alcohol related issues.

Reference documentation

The table below lists material that supports or is referred to in this document.

Number	Title
	RailCorp Code of Conduct
	2010-2015 RailCorp Corporate Plan
	Safety Strategic Plan
	Safety Management System (SMS)

Document control information

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