

# Health assessments

## Drug and alcohol rehabilitation for transport agency contractors

### Rehabilitation following a positive drug or alcohol test – minimum requirements for contractors

Transport agency commitment to safety requires a drug and alcohol free workforce. Drug and alcohol free means a negative urine drug screen performed to AS/NZS4308:2008 and a breath alcohol of zero. The measures outlined in this document support such an undertaking.

### What has changed?

In the past contractors who tested positive to drugs or alcohol would not be permitted to work for transport agencies and could not be retested.

Contractors are now given the opportunity to satisfy transport agency fitness requirements by undergoing a program of rehabilitation.

### What is required?

The contractor will be required to undertake a comprehensive rehabilitation program, including evidence that they have been drug-free and/or not drinking alcohol excessively, for not less than 12 months and are at low risk of future illicit drug use or alcohol abuse.

### What does rehabilitation involve\*?

At least 12 months of supervised rehabilitation comprising:

- Medical assessment by a transport agency authorised health professional (AHP) at 0, 6 and 12 months as a minimum
- Attendance at drug and alcohol counselling as recommended by the AHP
- Completion of additional treatment as recommended by the AHP, counsellor or treating doctor
- Regular random drug and/or alcohol breath testing
- Blood testing in the case of alcohol rehabilitation, at a frequency determined by the AHP
- Consent for the AHP and the Chief Health Officer, or nominated representative, to exchange medical information with the contractor's treating doctor and rehabilitation professionals if needed.

\* any variation to this protocol requires the agreement of the Chief Health Officer



### What happens after completion of the rehabilitation program?

The AHP and the Chief Health Officer, or nominated representative, will assess the contractor's fitness for work, taking into account the risk of further drug use and/or alcohol abuse. The assessment of risk will have regard to the level of previous drug and/or alcohol use or dependency, the extent to which the history provided accounts for the positive test result, compliance with the rehabilitation process, test results and the advice of the AHP. Such input will ultimately inform the decision of Sydney Trains Executive Director (Safety, Environment & Risk).

### Who pays for the rehabilitation and treatment?

The contractor is responsible for all costs and for ensuring that the required reports and results are forwarded to the counsellor, AHP and the Chief Health Officer or nominated representative.

### Who can I contact for further information?

A list of the AHPs who have experience supervising contractors on the contractor D&A rehabilitation program is accessible from <http://railsafe.org.au> and any of these doctors can be contacted for advice.