

Health Assessments for Contractors

Drug and Alcohol return to work program -

Transport for NSW, Sydney Trains, Sydney Metro and NSW TrainLink

Information Sheet

Return to work program 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 test performed to AS/NZS4308, a negative oral fluid test conducted in accordance with AS/NZS4760 and a breath alcohol of zero. The measures outlined in this document support such an undertaking. Workers who have tested positive to a drug or alcohol, who have avoided a test, where there is evidence of sample tampering, or where there is other evidence of drug use or alcohol misuse, are given the opportunity to satisfy transport agency fitness requirements by undergoing a return to work program.

What is required?

The worker will be required to undertake a comprehensive return to work program, including evidence that they have been drug-free and/or not misusing alcohol, for not less than 6 months and are at low risk of future illicit drug use or alcohol misuse.

What does the return to work program involve*?

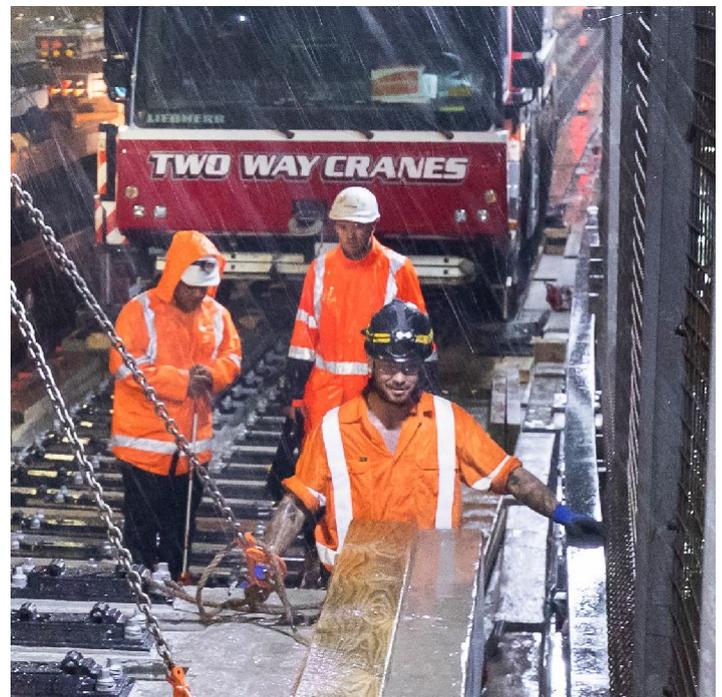
To complete at least 6 months of:

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

*Any variation to this protocol requires the agreement of the Transport Chief Health Officer.

Self-Declaration?

Transport for NSW encourages all workers who may be experiencing drug or alcohol related issues to raise this confidentially through self-identification with their manager and to seek guidance from their own organisation regarding available support services. The minimum 6 month period does not apply when a worker has self-declared.



What happens after completion of the return to work program?

The AHP and the Transport Chief Health Officer, or nominated representative, will assess the worker's fitness for work, taking into account the risk of further drug use and/or alcohol misuse. 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 return to work program, test results and the advice of the AHP. Such input will ultimately inform the decision of the authorized officer.

Who pays for the return to work program and treatment?

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

Who can I contact for further information?

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