

# Alcohol and other drugs – information for contactors

The health, safety and wellbeing of employees, contractors, consultants, business customers, business visitors and volunteers on Queensland Rail worksites is of paramount importance to Queensland Rail.

Everyone has the right to be safe at a Queensland Rail workplace.

The Queensland Rail Alcohol and Other Drugs Standard aims to minimise the risks associated with alcohol and other drugs use in Queensland Rail worksites by introducing a program of education and awareness and testing.

## Does the Standard apply to me?

The Queensland Rail Alcohol and Other Drugs Standard applies to:

- every Queensland Rail employee (whether permanent, temporary or casual), at any time they are at a Queensland Rail worksite (including when signing on for work, when on duty, when rostered on call or when formally representing Queensland Rail at any event or other workplace)
- every contractor and consultant
- everyone who does work for Queensland Rail, while they are doing work for Queensland Rail
- business visitors
- volunteers.

## What is the purpose of the testing program?

Alcohol and other drugs have the potential to increase the risk of harm in the workplaces and adversely impact upon fitness for work.

The purpose of the testing program is to deter an individual from having alcohol and other drugs present in their system beyond the prescribed limit.

## When could I be tested?

The program of testing for alcohol and other drugs can occur under the following circumstances:

- pre-employment
- post incident
- upon suspicion
- random
- monitoring
- prior to resuming work following a positive alcohol and/or other drugs test (return to work test)
- as directed by Queensland Rail's Group Senior Manager Rail Safety or their delegate.

## What tests could I be asked to take part in?

Under the Queensland Rail testing program for alcohol and other drugs, the only tests you can be asked to participate in are:

- an alcohol breath test using a Lion SD-400 Alcolmeter unit
- an oral fluids drug screening test using the Alere Oral Fluids Drug Detection System followed by a laboratory confirmatory test (if required).

## What are the prescribed limits for alcohol and other drugs?

A person is over the prescribed limit for alcohol when the concentration of alcohol in their breath is more than 0.00 grams of alcohol in 210 litres of breath.

The prescribed limit for other drugs is that level of the relevant drug that is detectable with the on-site screening technology in accordance with the Australian Standard, (AS/NZS 4760) 'Procedures for specimen collection and the detection and quantitation of drugs in oral fluids' and subsequently confirmed in a laboratory analysis and/or that which is provided for under the Australian Standard.

## Management of non-Queensland Rail employees who test positive

Any contractor, consultant, business customer and business visitor who tests positive will be managed by their employer. You may be denied future access to Queensland Rail workplaces at Queensland Rail's absolute discretion.

If you are a rail safety worker or work in the rail corridor, you will be blocked in the Rail Industry Worker Program pending results of the Return to Work test or management outcomes.

## What are my rights and responsibilities in relation to this program?

All contractors, consultants, business customers and business visitors have the right to privacy, confidentiality and dignity in the application of the Queensland Rail Alcohol and Other Drugs Standard whilst maintaining responsibility for their own health, safety and fitness for work.

All contractors, consultants, business customers and business visitors must:

- comply with the Queensland Rail Alcohol and Other Drugs Standard and the Code of Conduct
- ensure they do not potentially endanger their own or other's health and safety due to use of alcohol and other drugs
- present fit for duty when signing on for work, when on duty, and when rostered on call
- notify their Leader if they are taking prescription or over the counter medication that has the potential to adversely impact upon safety or performance.

## Can I refuse to participate in a test?

It is your right to refuse to participate in testing however, if you do refuse to be tested (for any reason other than medical reasons) you will be denied entry to Queensland Rail workplaces or requested to leave a Queensland Rail workplace.

You may also be denied future access to Queensland Rail workplaces until you produce a negative test result.

## Does the Office of the National Rail Safety Regulator AOD testing apply to me?

If you are a contractor performing rail safety work under Queensland Rail's Rail Transport Operator's Accreditation in addition to Queensland Rail's alcohol and other drugs program, the Office of the National Rail Safety Regulator undertakes:

- post incident alcohol and other drugs testing of rail safety workers following a Category A occurrence
- targeted alcohol and other drugs testing of rail safety workers
- random testing

Therefore, a rail safety worker may be required to undertake a test for the presence of a drug or alcohol by an authorised person appointed by the Office of the National Rail Safety Regulator.

A rail safety worker may be directed by the authorised person to submit to a preliminary breath test or breath analysis, a drug screening test, oral fluid analysis or blood test (or any combination of these).

There is a maximum penalty of \$10,000 for a rail safety worker who commits any of the following offences under the *Rail Safety National Law (Queensland)* and the *Rail Safety National Law (Queensland) Act*:

- presence of alcohol and/or other drugs
- refusing to test
- not following direction of an authorised person

### **Where can I go for more information?**

If you require any further information in relation to Queensland Rail's Alcohol and Other Drugs Standard, contact the Safety, Risk and Assurance team on 0487 774 746.