

Drug and Alcohol Policy

Purpose

Safety is our priority. The Drug and Alcohol Policy and procedures will support RailCorp's corporate safety vision, values and goals and Code of Conduct.

Policy statement

RailCorp is a drug and alcohol free workplace. All employees are required to be drug and alcohol free whilst at work.

A drug and alcohol free workforce is defined as:

- **For Alcohol** : Less than 0.02% blood alcohol concentration, and
- **For Drugs**: Any level of drug less than the cut off levels stipulated by Australian Standard AS/NZS 4308.

An employee, contractor or consultant reporting to work or undertaking work with drug and/or alcohol levels above these standards will be subject to counselling and/or discipline action. Serious or ongoing breaches may result in dismissal.

Employees who undertake railway safety work with a drug or alcohol level above these standards may also be in breach of the Rail Safety (Drug and Alcohol Testing) Regulation 2003 and may be subject to prosecution action in a court of law.

It is an employee's responsibility to ensure that they are drug and alcohol free at work.

RailCorp will ensure that a drug and alcohol testing program is in place for all existing and new employees for compliance with this policy. Testing procedures established under the Rail Safety (Drug and Alcohol Testing) Regulation 2003, for employees undertaking railway safety work, will be followed for all employees.

Employees, consultants and contractors are not permitted to have or sell alcohol or prohibited drugs or prohibited plants or be in possession of any item of equipment for the use or the administration of a prohibited drug or plant on RailCorp premises

References

The RailCorp HR Procedures underlined in the table below have been published. Click on the underlined title to access the Procedure. If the Policy or Procedure you are looking for is not listed, [click here](#) to find the relevant SRA/RIC HR policy still in force.

RailCorp documentation

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

Title
Drug and Alcohol Procedure

Other material

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

Title
<u><i>Rail Safety Act 2002</i></u>
<u><i>Rail Safety (Drug and Alcohol Testing) Regulation 2003</i></u>

Document control information

Document status

The current status of this document is shown below.

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Document history

The history of changes made to this document is shown below.

Version	Date created	Author	Description
1.0	1 May 06	HR Policy, Equity and Diversity Unit	Board approved for union consultation 29 June 2005 EMT approved 26 April 2006 Board approved 26 April 2006
1.1	02/06/2008	HR Policy, Equity and Diversity Unit	Updated list of HR Procedures and included an introductory paragraph to the References section