



Background

An important reminder that, in the lead up to and during the holiday season, workers are expected to maintain their fitness for duty when reporting for work during the festive period.

Working while under the influence of drugs or alcohol presents a significant safety risk to everyone on site. Both drugs and alcohol can lead to poor decision making and impaired judgement and can lead to incidents with fatal consequences.

The [TfNSW Drug and Alcohol Policy](#) and [TfNSW Drug and Alcohol Procedure](#) apply to everyone working on TfNSW sites including:

- All workers are expected to be fit for work when reporting for duty, and at all times during working hours.
- Not having a blood alcohol concentration above 0.00%, or drugs above the levels stipulated in the associated standard (AS/NZS 3547:2019, AS/NZS 4760:2019 or AS/NZS4308:2008).
- Drugs or alcohol must not be consumed on Transport for NSW premises.
- Workers **on duty** at Transport for NSW or industry partner work functions held off-premises must not consume alcohol.
- Workers who attend work-related social functions held off-premises **after working hours**, where alcohol is served, should be mindful to consume alcohol in moderation, not wear TfNSW branded clothing or accessories, and not return to work.

Adhering to the TfNSW procedure ensures the safety and wellbeing of yourself, your peers and our customers by decreasing risk of injury, illness or incident.

All workers (including contractors) using prescribed or over-the-counter medications are advised to seek medical advice from a doctor or pharmacist about their ability to work safely whilst taking them.

TfNSW workers who are performing duties as a Rail Safety Worker, operate heavy vehicles (i.e. heavy vehicle licence holder), Maritime vessels, motor vehicles or plant during the course of their work for TfNSW, are reminded of their responsibility to complete the [Medication Declaration](#).

Actions Required

Project Managers please remind your workers (including contractors) of the following:

- TfNSW require all workers to comply with the TfNSW requirements for the TfNSW Alcohol and other Drugs Policy and Procedures (as referenced above).
- It is an offence on the part of the individual undertaking rail safety work if when tested an individual records a prescribed concentration of alcohol above 0.00 grams per 100 millilitres of blood (above zero).
- Workers shall not attend work if they are affected by, or are under the influence of, alcohol or drugs.
- Returning a non-negative drug and alcohol test could result in disciplinary action being taken, including banning workers from working at TfNSW sites.
- Workers (including contractors), involved in an incident and subsequently tested for alcohol or drugs, who return a non-negative test or are found to be impaired by drugs or alcohol will be subject to a full investigation.

For more information on Drugs and Alcohol please visit the [Alcohol and Other Drugs page on the intranet](#) or contact your Health and Safety Partner or Project Health and Safety Advisor.

Note: Please ensure all relevant people in your business (including third parties) are aware of this safety bulletin and are informed of its content and recommendations. It should be communicated through your normal communication channels (e.g. email, safety briefing or toolbox meeting) and also placed on notice boards.

Further information

TfNSW workers have access to:

- Employee Assistance Program (EAP) (telephone: 1300 360 364) – A free, confidential and voluntary counselling service available to all staff and their immediate family. For more information, visit the [Intranet – EAP page](#).
- managerAssist (telephone: 1300 360 364) – A telephone advisory service for managers dealing with difficult or complex issues. For more information, visit the [Intranet – EAP page](#).
- NSW Health Drug and Alcohol support and treatment services. For more information, visit the NSW Health [online webpage](#).

Specific legislation	Related information
Work Health and Safety Act 2011 Rail Safety National Law (NSW) 2012 Safe Work Australia – Drugs and alcohol Australian/New Zealand Standard - AS/NZS 4760:2019 5 Australian/New Zealand Standard - AS/NZS 4308:2008	TfNSW Drug and Alcohol Policy TfNSW Drug and Alcohol Procedure Medication Declaration Alcohol and Other Drugs page on the intranet Intranet – EAP page NSW Health - Drug and Alcohol support webpage

Authorisation

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Disclaimer: The information contained in this publication is based on knowledge and understanding at the time of writing. However, because of advances in knowledge and understanding, users are reminded of the need to check that information on which they rely is up to date and to check the currency of the information with the appropriate person.