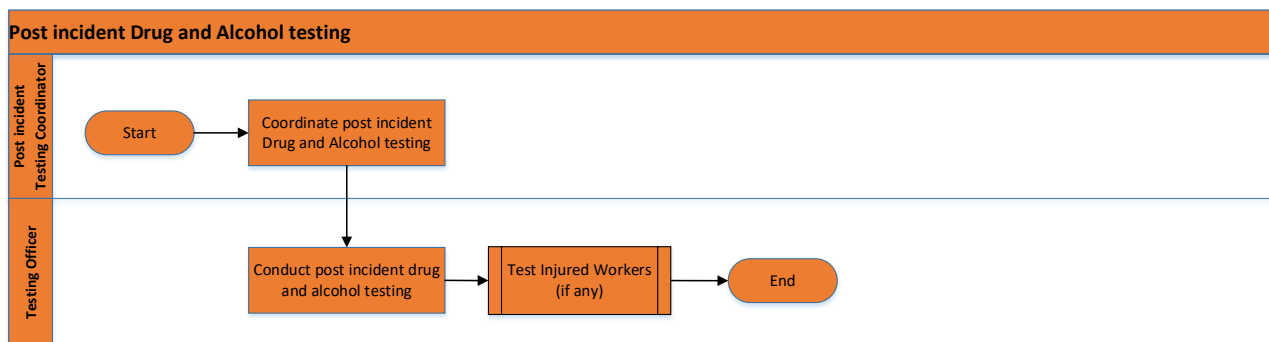# Post incident Drug and Alcohol testing

Purpose

This procedure details the requirements for the initiation and conduct of Drug and Alcohol testing when a worker has been involved in an accident or irregular incident whilst carrying out rail safety work.

Scope

This procedure applies to Sydney Trains workers (including contractors) undertaking work on behalf of Sydney Trains who are involved in an accident or irregular incident while carrying out rail safety work.

Out of Scope

Unless otherwise specified, this procedure does not apply to non-Sydney Trains workers or contractors engaged by an organisation other than Sydney Trains involved in incidents on the Sydney Trains network. Those workers will be subject to the requirements of their respective organisation.

Process description

1.   Post incident Drug and Alcohol testing requirements

Testing for the presence of drugs or alcohol following the occurrence of a rail safety incident is required for the primary purpose of subsequent investigations that may be undertaken by Sydney Trains or other investigating authorities. Testing can only be undertaken by an Authorised Person (Testing Officer).

A post incident test for the presence of Drugs and Alcohol must be undertaken not more than three hours following the occurrence of an incident.

Workers who are required to undergo post incident testing may be removed from rail safety work pending the outcome of the tests.

Note: The Testing Coordinator or the Network Incident Manager (NIM) may request testing of roles in addition to those prescribed above based on information provided in relation to the incident.

Table 1 Post incident Drug and Alcohol testing requirements

Incident Type	Roles to be Tested
Worker or contractor struck, or nearly struck, by rail traffic	• Protection Officer Lookout/Hand signaller • Signaller/Area Controller – where a Work on Track Authority or ASB is in place
Collision between two trains	• Driver • Signaller/Area Controller – if a Proceed Authority (other than a running signal) was issued for the movement by the signaller • Shunter – if movement was under the direction of a shunter

Incident Type	Roles to be Tested
Collision between a train and a road vehicle at a level crossing, or between a train and plant	• Driver • Signaller/Area Controller – if a Proceed Authority (other than a running signal) was issued for the movement by the signaller
Derailment of a train	• Driver • Signaller/Area Controller – if a Proceed Authority (other than a running signal) was issued for the movement by the signaller • Shunter – if movement was under the direction of a shunter
SPAD severity category A – i.e. SPAD results in a collision or derailment that affects a passenger running line	• Driver • Shunter - if movement was under the direction of a shunter
SPAD severity category B – i.e. following a SPAD the train	• Driver

1.1 Coordinate post incident Drug and Alcohol testing

All rail safety accidents and irregular incidents have an allocated drug and alcohol **Post incident Testing Coordinator**. This coordinator has responsibility for initiating and coordinating post incident alcohol and drug testing.

A post incident Testing Coordinator must request a test for the presence of both Drugs and Alcohol when there is reasonable cause to believe from information received:

• the action or inaction of a worker or contractor did, or could, have resulted in serious harm to a person or significant damage to property, or

• the incident is one of the types listed in Table 1 above.

The **Network Incident Manager (NIM)** assumes the role of **Post incident Testing Coordinator** when a rail safety incident occurs:

• within the network border managed by the NIM;

• involving Sydney Trains workers or contractors on the network controlled by the Australian Rail Track Corporation on the Southern Highlands, Newcastle and Hunter Valley lines;

• when requested by the Electrical System Operator from the Electrical Operating Centre; and

• involving Sydney Trains workers within the John Holland Country Regional Network (Western Division).

The **Post incident Testing Coordinator** is responsible for the following procedure.

1. Determine the requirement to initiate a post incident Drug and Alcohol test in accordance with this procedure;

2. Arrange for the attendance of a Testing Officer as soon as practicable after receiving notification of the incident;

3. Establish contact with the Testing Officer and provide all necessary information such as the incident details, identify who must be tested, the pathology collection arrangements and continue to liaise with the Testing Officer throughout the process;

4. Advise the Line Manager of the worker who is to be tested if required, to remove the worker from all rail safety work pending the results of testing;

5. Complete the Post Incident Drug and Alcohol Test Report in the Rail Emergency Management System (REM);

6. Complete the details of the Drug and Alcohol testing reports as they become available; and

7. Make arrangements to advise the Duty Control Manager (DCM) of the circumstances.

1.2 Conduct post incident Drug and Alcohol testing

After determining that Drug and Alcohol testing must be carried out, the **Testing Officer** is responsible for the following procedure.

1. Attend the incident site as soon as possible after being advised by the post-incident Testing Coordinator;

2. Consult with the Officer-in-Charge of the site to:

- identify and secure a testing location;
- identify and locate the workers to be tested.

3. Conduct a breath test in accordance with Sydney Trains approved testing protocols and procedures to obtain a Blood Alcohol Concentration (BAC) result within three hours of the incident occurring;

4. If the BAC is >0.00%, request the worker to accompany you to the nearest police station where the police will carry out a breath analysis test;

5. A pathology collector obtains a urine sample from the worker for the purpose of carrying out an on-site drug screen consistent with drug test protocols;

6. To meet the required 3-hour limit to conduct post incident testing, the Testing Officer may request the pathology collector to be on-site to obtain a urine specimen prior to the worker attending the police station for the purpose of a breath analysis test;

7. Upon receipt of a positive (non-negative) test result(s), complete paperwork and remove the Rail Safety Work Card from to the worker(s) and inform Line Manager;

8. Provide the Testing Coordinator with updated details on completion of the test(s); and

9. Update details of the drug and alcohol testing in the Post Incident Drug and Alcohol Test Report in the REM.

1.2.1 Testing of Injured Workers

The **Testing Officer** is responsible for the following procedure.

1. After arrival on site, liaise with emergency services personnel, if any, to assess the incident and determine whether drug and alcohol testing can be conducted. Questions to consider:

- Does the worker need to be transported to a hospital or medical centre?

- Could testing adversely affect the care of the worker?

2. If uncertain, seek the advice of the Testing Coordinator. On-site testing should only be carried out if it will not adversely affect the care of the worker;

3. If the worker is taken to hospital, the Testing Officer must attend the hospital;

4. On arrival at the hospital, the Testing Officer must identify themselves and speak with the authorised health care worker treating the worker;

5. Provide advice that the worker is required to undergo drug and alcohol testing in accordance with the Rail Safety National Law, 2012 and that a sample of blood or urine for this purpose must be collected within three hours of the incident.; and

6. Take action in accordance with Table 2- Testing of injured workers.

Table 2 Testing of injured workers

Situation	Actions Required
If the health care worker advises that the worker can be tested.	Request the health care worker to take a sample of the worker's blood in accordance with their own procedures.
If the health care worker advises that testing could be prejudicial to the proper care or treatment of the worker.	Record details in notebook i.e. conversations with the health care worker and contact the Testing Coordinator to provide an update.
If the Testing Officer believes, after being advised of the worker's condition, that testing may be dangerous owing to the injuries sustained.	Record details in notebook and contact the Testing Coordinator to provide an update.
If three hours has elapsed since the incident occurred.	Record details in notebook and contact the Testing Coordinator to provide an update.

Note: <u>Exceptions to testing</u>

There are limited exceptions to the requirement for a rail safety worker to undergo post incident Drug and Alcohol testing:

- If the worker has been admitted to hospital and the health care provider treating the worker objects to testing because it would adversely affect the treatment or care of the worker;
- If the Testing Officer believes that testing could be dangerous to the worker(s) medical condition because of the injuries sustained;
- At any time after three hours has passed since the incident occurred; and
- At the worker's home.

Further information

Nil

Document control

Document custodian: Contracted Service Manager Health Assessment and D & A

Document approver: Director Safety and Standards

Version history

Version	Effective Date	Change notes
1.2	15/02/2018	Change of Approver and Custodianship titles in the header section
1.3	16/08/2021	- New template. - Change from complete a paper form to using the Rail Emergency Management System (REM). - Manager RMC changed to Network Incident Manager (NIM)

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