

1. Purpose of the policy

Our vision is to have a drug and alcohol-free workplace. We are fully committed to protecting our people, customers and community from the dangers and issues surrounding alcohol and drug misuse.

The health, safety and wellbeing of our people, customers and community is paramount, which is underpinned by our [Safety and Wellbeing Policy](#).

This Policy should be read in conjunction with the [TfNSW Drug and Alcohol Procedure](#).

Health and safety in the workplace are everyone's responsibility. Drugs, alcohol and other substance misuse pose a serious health and safety risk.

All workers are responsible for being fit for work. We are committed to supporting our workers to work safely and not be impaired by alcohol and / or other drugs.

2. Who does it apply to?

This policy applies to permanent, temporary, and casual staff, staff seconded from another organisation, and contingent workers including labour hire, professional services contractors and consultants performing work for any of the following agencies:

Department of Transport	YES
Transport for NSW	YES
NSW Trains	NO
Sydney Trains	NO
Sydney Metro	NO
Sydney Ferries	NO
State Transit	NO
The Point to Point Transport Commissioner	YES

3. Principles and requirements

3.1 Principles

Transport for NSW is committed to delivering a Drug and Alcohol program that is fair, supportive, and transparent, that effectively manages the health and safety risks in the workplace associated with drug and alcohol use.

3.2 Requirements

To give effect to the principles in this policy, we must:

Policy number: CP22001.1	Effective date: 23/10/23
Policy owner: Executive Director, Health and Safety	Review date: 23/10/25
Uncontrolled when printed	

Drug and Alcohol Policy

CP22001.1



- implement a drug and alcohol testing program
- require all workers to have a blood alcohol concentration of 0.00% while at work or on call
- require all workers not to have amounts of drugs in their body that equal or exceed the cut-off levels listed in AS/NZS 4760:2019 or AS/NZS 4308:2008
- mandate that our people are not permitted to have or sell alcohol* or prohibited drugs in the workplace, and must not be in possession of any item or piece of equipment for the use or administration of a prohibited drug at any TfNSW workplace
- implement measures to reduce safety risk, absenteeism and other effects in the workplace due to the consumption of drugs and alcohol, which will include the opportunity to self-identify and seek help, rehabilitation programs and education on drug and alcohol related issues
- have processes for the fair and equitable management of non-negative test results

*Alcohol may be served on licensed TfNSW premises in accordance with regulations

4. Compliance and breach

You are required to comply with this policy and its related procedures and standards. If you do not do so, this may result in disciplinary action up to and including termination of your employment or contract.

Policy number: CP22001.1	Effective date: 23/10/23
Policy owner: Executive Director, Health and Safety	Review date: 23/10/25
Uncontrolled when printed	

Appendix A:

5. Accountabilities and responsibilities

Who	
Deputy Secretary, Safety, Environment and Regulation Division	Accountable for setting the strategic direction of the Drug and Alcohol program in line with our organisational objectives and compliance obligations
Executive Director Health and Safety, Transport Safety	Accountable for ensuring this policy continues to align with Transport’s strategic direction, and that guidance and controls are in place to help business areas measure and monitor compliance with this policy and any related documents.
All staff to whom the policy applies	Responsible for complying with the principles and requirements in this policy and any related procedures or standards.

6. Related/supporting material

1. [Work Health and Safety Act 2011](#)
2. [Rail Safety National Law \(NSW\) 2012](#)
3. [Safe Work Australia – Drugs and alcohol](#)
4. Australian/New Zealand Standard - AS/NZS 4760:2019
5. Australian/New Zealand Standard - AS/NZS 4308:2008

7. Document control

7.1 Superseded documents

This Policy replaces the following document:

- CP22001 Drug and Alcohol Policy

Policy number: CP22001.1	Effective date: 23/10/23
Policy owner: Executive Director, Health and Safety	Review date: 23/10/25
Uncontrolled when printed	

Drug and Alcohol Policy

CP22001.1



7.2 Document history

Date & Policy No	Document owner	Approved by	Amendment notes
23 October 2023 CP22001.1	Executive Director Health and Safety	Chief People Officer	Updated to new template and inclusion of accountabilities section
6 September 2022 CP22001	Executive Director Health and Safety	Secretary	New policy to reflect testing program

7.3 Feedback and help

For advice on interpreting or applying this document, please contact the Health & Safety branch at whsms@transport.nsw.gov.au.

Policy number: CP22001.1	Effective date: 23/10/23
Policy owner: Executive Director, Health and Safety	Review date: 23/10/25
Uncontrolled when printed	