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**Government of India
Ministry of Railways
(Railway Board)**

No.2009/Safety(DM)/6/12/Committee

New Delhi, dt. 2.11.2012

**Chief Safety Officers
All Indian Railways**

Sub: Policy on Drunkenness on duty
Ref: Board's office letter of even number dated 4.6.2010

Ministry of Railways (Railway Board) constituted a Committee to review the existing policy on drunkenness on duty vide Board's letter No.ERB-I/2012/23/11 dated 5.3.2010. The committee submitted its report on 28.9.2010 after deliberation at Board level including CRB, ML, Adv(ME), etc whose suggestions have been duly incorporated in the revised Policy (2012) of Drunkenness on duty. In this regard, Chairman Railway Board has desired to know the practical aspects of holding de-addiction camps over Indian Railways and financial implications in holding de-addiction camp.

It is requested that the above information may be furnished at the earliest by FAX no.011-23385836.

27/11/12
(Sandeep Jain)
Director (Safety-III)
Railway Board

REVISED POLICY (2012) OF DRUNKENNESS ON DUTY

1. Aim of the Revised Policy :

The aim of the revised policy on Drunkenness on duty is as under

- (i) Ensure that staff who are habitual of drinking are identified.
- (ii) Such staff is counseled about the ill effects of alcoholism.
- (iii) Prevent risk to co-staff, passenger / general public from abuses of alcohol by staff in safety category posts as well as those in Public contact.
- (iv) Prevent any risk to safety in train operations from drunkenness on duty.
- (v) Sufficient opportunity is given to such staff to shun their habit.
- (vi) Ensure deterrent action against such staff who are incorrigible.

2. Staff Covered:

Staff who would be covered under the Revised Alcohol Policy are in two categories which are as under:

Category 1 :

The staff who are directly involved in train operations/train passing.

- (i) **Train running staff i.e. Drivers / Motormen / Asstt. Drivers / Guards etc.**
- (ii) **Train-passing staff i.e. ASMs / SMs / Station / Yard staff etc.**
- (iii) **Pointsmen / Levermen / Cabinmen / Switchmen etc.**

Category 2:

On-board staff which is not directly involved in trains operations or train passing. These railway staff in drunken condition brings dishonour and disrepute to the railways but do not endanger safety.

- (i) **On-board Mechanical, Electrical, Commercial, Operating, RPF staff etc.**
- (ii) **Other on-board non- Railway staff including Private catering staff.**

3.0 Plan of Action:

3.1 Preventive strategy

- (i) Since running staff are directly involved in train running and mistake on their part may cause a serious accident which is detrimental to safe running of trains, the running staff viz Loco Pilots, Assistant Loco Pilots and Guards shall undergo breathalyzer test both at the time of Signing-ON and Signing OFF as per the existing Railway Board instructions.

- (ii) All the staff listed at Para 2 above shall be subjected to sample test / surprise test by supervisors and officers carrying portable breathalyzers.
- (iii) All Sr. Supervisors should be advised to take feedback from different sources and maintain a list of staff working under them who are habitual of drinking.
- (iv) In case any staff is found habitual of drinking during initial training his services should not be confirmed.
- (v) All Railway staff should be counseled that it is their moral duty to report in case above category staff is found under the influence of alcohol.
- (vi) Such Staff identified to be habitual should be made aware / counseled of the following during mandatory courses / trainings at training centres and during Periodical Medical Examinations (PMEs)
 - (a) Short-term / long-term ill effects of alcohol.
 - (b) Not to take alcohol eight hours before going on duty or while on duty.
- (vii) All crew lobbies must be provided with State of the art breathalyzers capable of indicating exact level of Alcohol content in the blood including printouts need to be introduced. These breathalyzers should necessarily have the memory function so that a printout can be taken at a convenient location / time in case of suspect. A standby breathalyzer should also be available.
- (viii) All supervisors / inspectors associated with above category of staff must be provided with portable breathalyzers for conducting surprise checks.
- (ix) All these Supervisor / Inspectors should normally carry portable breathalyzer when on inspection on line.
- (x) No Running staff will be allowed to 'sign on' for duty without undergoing the breathalyzer test.
- (xi) In case the result of the breathalyzer test is positive then a printout of the readings must be obtained for further D&AR action and endorsement should be made in his service records.
- (xii) In case the staff refuses to cooperate in undergoing the breathalyzer test, he should be taken up under D&AR treating it to be a case of positive breathalyzer test as per Para 4.0 (B) of this policy and action should be taken accordingly.

3.2 Reformatory strategy

- (i) On the recommendations of Doctors such identified habitual staff may be sent to de-addiction camps.
- (ii) The Zonal Railways may decide to organize de-addiction camps within their own resources or alternatively, NGOs should be identified for the purpose.
- (iii) Organizing of these camps at regular intervals must be a continuous process and should not be given up after a one time exercise and therefore, the modalities for organizing such de-addiction camps may be worked out with each NGO on a long-term basis.

- (iv) It may be decided as a policy that in case some expenditure is incurred by the railway by way of payment to NGOs, then 50% of the same may be borne by the railway and 50% by the staff concerned.
- (v) Staff who go for the de-addiction camp and successfully complete it will be kept under watch for a further period of 6 months and if they get reformed then will be taken off from the list of habitual drunker.
- (vi) In case the staff is again reported to be consuming alcohol regularly, he may be again sent for another de-addiction camp on the advice of doctor but at his own expenses.
- (vii) Staff who refuse to undergo de-addiction shall be dealt with as follows:
 - (a) No further promotion.
 - (b) Special check to be kept on their working with more frequent and surprise breathalyzer tests and blood/urine examination samples.

3.3 Deterrent Aspects :

- (i) Breath analyzer test is mandatory for running staff at the time of sign 'ON' & sign 'OFF'.
- (ii) Random surprise checks should be carried out on all the staff on duty listed at Para 2 If they refuse for breathalyzer test it should be treated as a positive test according to Para 4.0 (B) of this policy.
- (iii) Post Accident Medical Examination of all the concerned staff should invariably be resorted to immediately. This should be irrespective of whether the staff concerned is prima-facie responsible for the accident or not.
- (iv) The staff should not be allowed to perform his normal duty while waiting for the results of the Post Accident medical examination.

4.0 Punishment :

For category 1 staff,

Norms	Action to be taken
A) Alcohol level between 1-20 mg / 100 ml of blood	Staff not to be allowed to perform duty and endorsement should be made in his service records.
B*) Alcohol level >21 mg / 100ml of blood or 2 nd occasion of alcohol level between 1-20 per 100 ml of blood	Removal from service.

* Breath alcohol estimation to be supplemented with blood alcohol test till the calibrated state of art breath analyzers are available all across Indian Railways.

Punishment for category 2 staff :

When any railway servant is found intoxicated on the Railway premises or suspected to be in a state of intoxication the evidence of two independent witnesses and if possible medical report regarding his condition should be obtained. Arrangement for his relief should be immediately made and concerned authorities should be informed who will take deterrent D&AR action at the earliest.

For category 2 staff, para 172 of Indian Railway Act will also be applicable which is reproduced below :-

“if any railway servant is found in a state of intoxication while on duty, he shall be punishable with fine which may extend to five hundred rupees and when the performance of any duty in such state is likely to endanger the safety of any person travelling on or being upon a railway, such railway servant shall be punishable with imprisonment for a term which may extend to one year, or with fine, or with both.”

5.0 Changes required in Manuals and Rule Books :

The Directorate concerned of Railway Board will review following Manuals/Rule Books according to the revised alcohol policy for the Indian Railways and make amendments, if any :

- (i) Indian Railway Act.
- (ii) Medical Manual.
- (iii) General and Subsidiary rules.

The above amendments can only be carried out after holding discussions with organized labour unions.

6.0 A booklet should be got printed by all Zonal Railways briefly explaining the revised alcohol policy of Indian Railways, its aims and objectives along with its benefits both for the staff as also for the organization as a whole.
