



## Drugs & Alcohol Policy Statement

In line with the Transport and Works Act 1992, Railway Group Standard RIS-8070-TOM and Network Rail Standard NR/L2/OHS/00120 the following policy statement applies to all employees who hold Sentinel competence(s) or are deemed to be 'safety critical'. Sentinel competence(s) holders, supervisors, managers, temporary staff and contractors will adhere to this policy and the Network Rail policy. The organisation accepts the standards definition of unfit state through drugs to mean having taken or administered either a dosage of any drugs that could affect a person's ability to work safely or one or more drugs of abuse including, but not limiting to, the following:

- Amphetamines
- Cannabis
- MDMA (ecstasy)
- Opiates
- Ketamine
- Benzodiazepines
- Cocaine
- Methadone
- Tramadol

An unfit state through the consumption of alcohol is defined as detection by testing of:

- 29 milligrams of alcohol in 100 millilitres of blood, or
- 13 micrograms of alcohol in 100 millilitres of breath, or
- 39 milligrams of alcohol in 100 millilitres of urine.

Any employee undertaking activities that may impact on health and safety must inform their immediate line manager if they feel that they may be under the influence of drugs or alcohol, this includes the use of prescribed and over the counter medication. Testing shall take place prior to employment, upon promotion to a 'safety critical post or when Sentinel competence(s) is required, following an incident or accident, when behaviour gives cause for suspicion and as part of our unannounced screening process. All drug and alcohol screening will be undertaken by a recognised medical practitioner approved by Network Rail under the RISQS scheme. The Police will also be informed if any employee fails a drugs test in line with the Transport and Works Act 1992.

An employee will have breached this Policy if they:

- Fail an alcohol test.
- Test positive for drugs or refuse to undertake a drug and alcohol test.
- Attempt to attend work duty when unfit through drugs and/or alcohol.
- Consume drugs or alcohol whilst on duty.
- Possess illegal drugs whilst on duty.
- Decline or discontinue an approved course of treatment/rehabilitation for an alcohol or drug problem without good cause; or
- Declare a problem with alcohol or drugs after they have been tested under this policy or have been selected for 'random' testing.

A minimum of 20% of Safety Critical Employees will be subject to unannounced screening on an annual basis. Any employee who states they have a drug or alcohol problem will be provided with information on where to obtain help and advice, suspended from safety critical work. Any employee found to be in breach of this policy will face disciplinary action which may lead to dismissal. Employees will have a right of appeal if their screening proves positive for traces of drugs or alcohol.

**Brian Reynolds**  
**Chief Executive Officer**

Review due by 31<sup>st</sup> January 2024

