

## Drugs and Alcohol Policy

This policy is based upon Railway Group Standard GE/RT 8070 Issue 2, December 2008 and Network Rail Company Standard NR/L1/OHS/051 Issue 4 August 2008.

### Staff must not:

- Report, or endeavour to report, for duty having just consumed alcohol or being under the influence of drugs.
- Report for duty in an unfit state due to the use of drugs or alcohol.
- Consume drugs or alcohol at work.
- Consume any alcohol at all in the 8 hours before starting work, and in the 16 hours prior to that consume no more than 7 units of alcohol.
- Be in possession of drugs of abuse when at work.

Drugs subject to urine testing are defined as drugs for which there is no legitimate medical need for either their use or the quantity of their use.

Screening for drugs will take place upon employment. During your employment you will be subject to further random / unannounced tests, and may also be tested following an incident.

### Drugs and Alcohol Limits:

An individual will not be compliant with the Company drugs and alcohol policy if:

- They have more than 29 milligrams alcohol per 100 millilitres in their blood, or more than 13 milligrams alcohol per 100 millilitres in their breath, or 39 milligrams alcohol per 100 millilitres in their urine.
- Tested positive for drugs for which there is no legitimate medical need for either their use or the quantity of their use.

This will result in immediate removal from the work site, withdrawal of all Railway certification and possible prosecution. The N.C.C.A. will be informed of all positive results, which will prohibit the individual concerned from any future work on Network Rail's infrastructure.

Some prescribed, and across the counter, medication may have effects that could endanger an individual working on the track e.g. tranquillisers, anti-depressants, sleeping pills, anti-histamines, some cough medicines and cold remedies. Personnel should consult their doctor, or pharmacist, for advice. Personnel taking such medicines must inform their Manager immediately.



**D Whitley - Managing Director**

**Date**

**5<sup>th</sup> of February 2009**