

What to expect after a drug test comes back as a ‘non-negative’ or ‘positive’- Employees

This document is to provide information to employees who have received a ‘non-negative’ drug test result, or ‘positive’ alcohol result.

Terms you may have heard during the drug and alcohol testing process:

Negative test result	This means that you do not have drugs in your system-you are negative for drugs in your body, and this is a pass. This can be identified either at the point of contact test (POCT) or following laboratory analysis.
Non-negative test result	This means that within the sample you provided, a substance was detected in your body, in line with the drugs tested for in the Network Rail drugs panel. Your sample will need to be sent to a laboratory for analysis to confirm a result. A non-negative test is not a positive, or a failed result.
Positive test result	A positive test result means that you do have confirmed drugs in your body following laboratory analysis -you are positive for drugs in your body, and this is a failed test.
MRO	This means ‘medical review officer’, a doctor that is trained to look at drug test results and analyse what has caused the results to show up on your test.
POCT	This means ‘point of contact testing’ and is the term used for our urine tests that give you an immediate test result for drugs.

Non-negative POCT test

If your POCT test result was a non-negative you will be informed of this straight away by the collection officer. The collection officer will then:

- inform the responsible manager supporting the testing process onsite, who will then inform your manager that your POCT test has come back as non-negative.
- send your urine sample to a laboratory for further drugs analysis to confirm a result

If you recorded a non-negative POCT test, you or your manager will not be informed of what substance/s your test has shown, as this needs to be analysed back at the laboratory before a result can be confirmed. POCT test results should be received back from the laboratory within 3 days if negative, and 5 days if positive.

If the non-negative POCT occurred following a for-cause or post-accident / incident test, as a precaution to deal with any potential risk, your line manager will remove you from duties and place you on suspension until the laboratory results are reported.

If the non-negative POCT occurred following a random test, your line manager will implement the non-negative risk assessment until the laboratory results are reported.

If you are worried that a medication or product you have taken could have affected your POCT test, or if you forgot to declare a medication to the collection officer, you can give the laboratory further details of any prescriptions, medications, or products that you feel is important for them to know about, by emailing: toxex.urinequeries@abbott.com.

The medical review officer from the laboratory may call you to discuss the medications or products that you have declared, if they need further details. Further information on declaring medications can be found [here](#).

Negative drugs test results

If following laboratory analysis your POCT test is reported as a negative result, you and your line manager will be informed via correspondence from HRSS. The HR Direct case will be closed by your line manager and you can safely return to work.

All positive test results

If you have tested positive for alcohol, or positive for drugs following laboratory analysis, your manager and HR will be informed. Reporting to work, or working whilst under the influence of drugs and/or alcohol, is a breach of [Network Rails drug and alcohol standard NR/L2/OHS/00120](#), and Network Rail sees this as an offence of gross misconduct.

The following consequences will apply, whether you are safety critical or not:

- for five years from the date of the drug and alcohol test, you will not be eligible to carry out any work as an employee or contractor which requires PTS certification, or is designated as safety critical work
- where applicable, after five years, you will need to pass a drug and alcohol test before you can carry out safety critical work or obtain PTS certification
- you will have any Sentinel card that has been issued to you cancelled, and the card will need to be returned to Network Rail immediately.

All positive tests will be investigated, and you will be informed by HR and your line manager how and when this process will begin. In most cases the outcome of this investigation is dismissal.

After a positive test has been received, your suspension from work will continue and a disciplinary investigation will commence. The investigation is likely to recommend a disciplinary hearing. Full details of the hearing and your rights of representation will be sent to you in a formal letter once the investigation has concluded.

Appealing a positive drugs result

You will receive a letter from HRSS confirming the positive test outcome.

You may appeal against a positive drug or alcohol test and the Sentinel ban within 60 days of receiving your positive test result, if you can demonstrate evidence in line with Section 14 of the Network Rail Drugs and Alcohol Standard.

Appealing against a positive test result and Sentinel ban is separate from any investigation or disciplinary procedure that HR complete.

Further information on the appeals process can be found [here](#), or, on [Network Rails drug and alcohol standard NR/L2/OHS/00120](#). If you are reading a printed copy, please ask your manager to print any information that you feel would help you during this time.