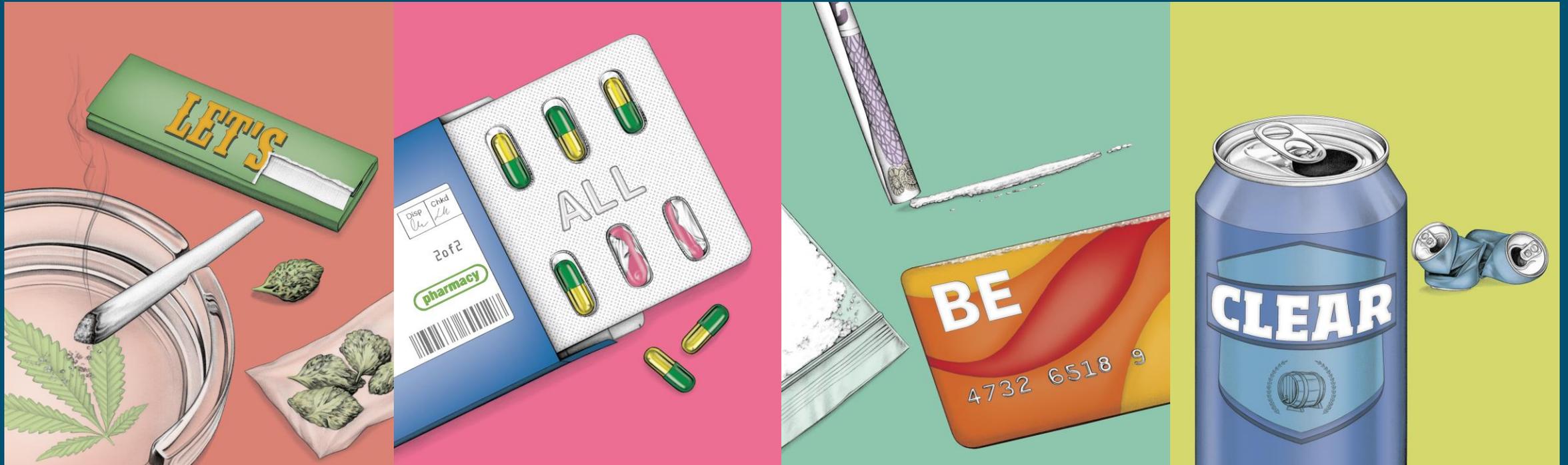


Drugs and Alcohol (D&A) Awareness

Let's All Be Clear



What's covered in this pack?



**Understanding
drugs and alcohol
and our
responsibilities**



**Taking positive
steps**



**Making health
commitments**



**Further information
and support**



Our responsibilities- Effects of Alcohol



0% of men, and 15% of women drink over 14 units on their heaviest drinking days. Drinking more than 14 units per week regularly, can lead to several health risks. It's important we recognise how to consume alcohol safely, to look after ourselves and remain feeling good.

Even small amounts of alcohol can affect concentration, co-ordination, decision making, muscular control, reaction speeds, judgement and therefore, your safety at work.



Regularly drinking alcohol above 14 units per week can increase the risk of: brain damage, depression and anxiety, cancer (mouth / throat), stomach ulcers, liver disease, sleep disorders, weight gain.

Over 60

medical conditions have alcohol as a causal factor



On average it takes one hour to eliminate one unit of alcohol from the body, but this can be affected by height, weight and gender. Even if you have consumed alcohol the night before a workday, you could still be over the Network Rail alcohol limit the following morning.

Over 1,300

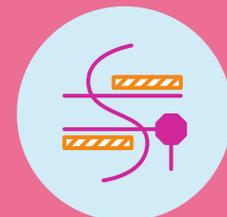
people are killed or seriously injured on British roads every year, due to drink-driving.

Did You Know?

The railway sees a spike in alcohol-related incidents during the holiday periods.

Alcohol can affect an individual's balance, coordination, decision making and perception of risk, putting individuals at risk of being seriously hurt or injured. This could include:

- Slips, trips and falls in stations
- Risk taking at level crossings by drivers or pedestrians jumping or weaving the barrier



Our responsibilities- Effects of Drugs

2. Effects of Drugs

According to the World Health Organisation, drug misuse is defined as 'the use of a substance for a purpose not consistent with legal or medical guidelines.' This includes prescription medications and not just illegal substances.

Drug misuse can adversely affect a person's safety, performance, conduct or judgement, as well as the safety and wellbeing of others. Drug misuse can also lead to addiction.

The side effects of drugs can include:

- Slower reactions
- Short-term and long-term memory loss
- Impaired concentration and co-ordination
- Depression
- Mood swings and paranoia
- Poor attention and difficulty concentrating
- Agitation, mood swings and resentful behaviour
- Cold, sweaty palms
- Shaking hands
- Slurred speech
- Puffy face, blushing or paleness

Some medication can hinder your work performance and your ability to carry out work safely, for example some:

- Anti-depressants
- Cold and flu remedies
- Hay fever remedies and other anti-histamines
- Pain killers
- Sleeping pills
- Tranquillisers

Did You Know?



If you are in a safety critical role, you must notify your line manager and contact our Medication Enquiry Line service (0800 083 3324, option 1) if you are prescribed medicine, your prescribed medicine changes or you take over-the-counter medicine.

You must do this before starting your next shift.

Non-safety critical colleagues can also seek guidance from the Medication Enquiry Line, but it is not mandatory.

Our responsibilities- Alcohol limits



2. Know your limits

The drink-drive limit for **England and Wales** is **80mg alcohol per 100ml blood**

The drink-drive limit for **Scotland** is **50mg alcohol per 100ml blood**

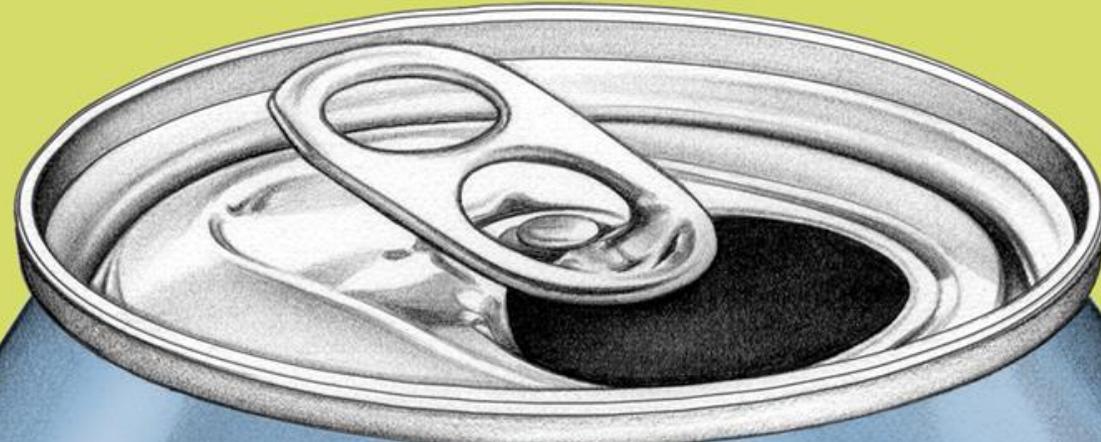
Network Rail's limit is **29mg alcohol per 100ml blood**.

This usually equates to drinking less than 1.5 units of alcohol.

You should never attend work under the influence of drugs or alcohol. This includes if you are outside of your expected working hours and are called in unexpectedly.

You will not be exempt from the alcohol and drugs policy - it is your responsibility to declare if you are unfit for duty.

How many units of alcohol are you drinking? – You may be surprised



2.3 units

In a pint of normal beer
(like John Smith's,
Fosters or Guinness)

2.3 units

In a medium sized
glass of wine
(175ml)

14 units

Is the recommended
maximum weekly
intake of alcohol

3 units

Is the recommended
maximum daily intake
of alcohol

14 units of alcohol is equivalent to:

6 x 175ml glasses of wine (ABV. 13%)

6 pints of regular beer, lager or cider (ABV 4%)

14 x 25ml of spirits (ABV. 40%).

Discussion Point:

Do you know how many units are in some popular alcoholic drinks? You can use the unit calculator here to check:

<https://www.drinkaware.co.uk/understand-your-drinking/unit-calculator?>

Drug failure rates and Detection Windows



Since the 2018/19 D&A random testing programme, Network Rail have seen an alarming trend of increasing failure rates, year-on-year.

The most frequently detected substances are alcohol, cannabis and cocaine. With employees over the age of 40 mainly failing on alcohol, and employees under the age of 40 mainly failing on cocaine.

Our D&A programme uses a method of testing called point of contact testing (POCT). For this test, a sample of urine will be used to screen for the following panel of substances

Network Rails drug panel, tests for:

Cannabis	Opiates
Cocaine	Benzodiazepines
Amphetamine	MDMA (ecstasy)
Ketamine	Methadone
Tramadol	

Windows of Detection

The 'window of detection' is the length of time a drug can be detected in urine after it has been used. Drugs can be detected in urine for a while after they have been taken and depending on the type of drug, they may be detectable in urine for several days. Below is a guideline of how long drugs may be detectable for.

Cannabinoids such as cannabis (THC)	up to 24 hours
Cocaine	up to 24 hours
Opiates	up to 1 – 2 days
Amphetamine	up to 1 – 2 days

These figures are loose guidelines, as many factors can affect how long drugs can be detected in a person's system.

Important!

The actual time a particular drug will remain detectable in an individual's urine will depend on the following:

- The amount of drug taken and the frequency that the drug taken
- The type of drug taken
- An individual's metabolism and their general health
- Hydration and exercise
- The individuals' tolerance to the drug
- Genetic variations that affect a response to drugs

Our responsibilities in the workplace

3. Workplace Responsibility

Network Rail has a zero-tolerance approach to individuals working whilst under the influence of drugs and/or alcohol (Standard *NR/L2/OHS/00120*)

Everyone in a Network Rail workplace can now be randomly tested for Drugs and Alcohol (D&A).

Whilst Network Rail are not permitted to randomly D&A test a colleague when working from home, the For-Cause testing procedure can still be applied.

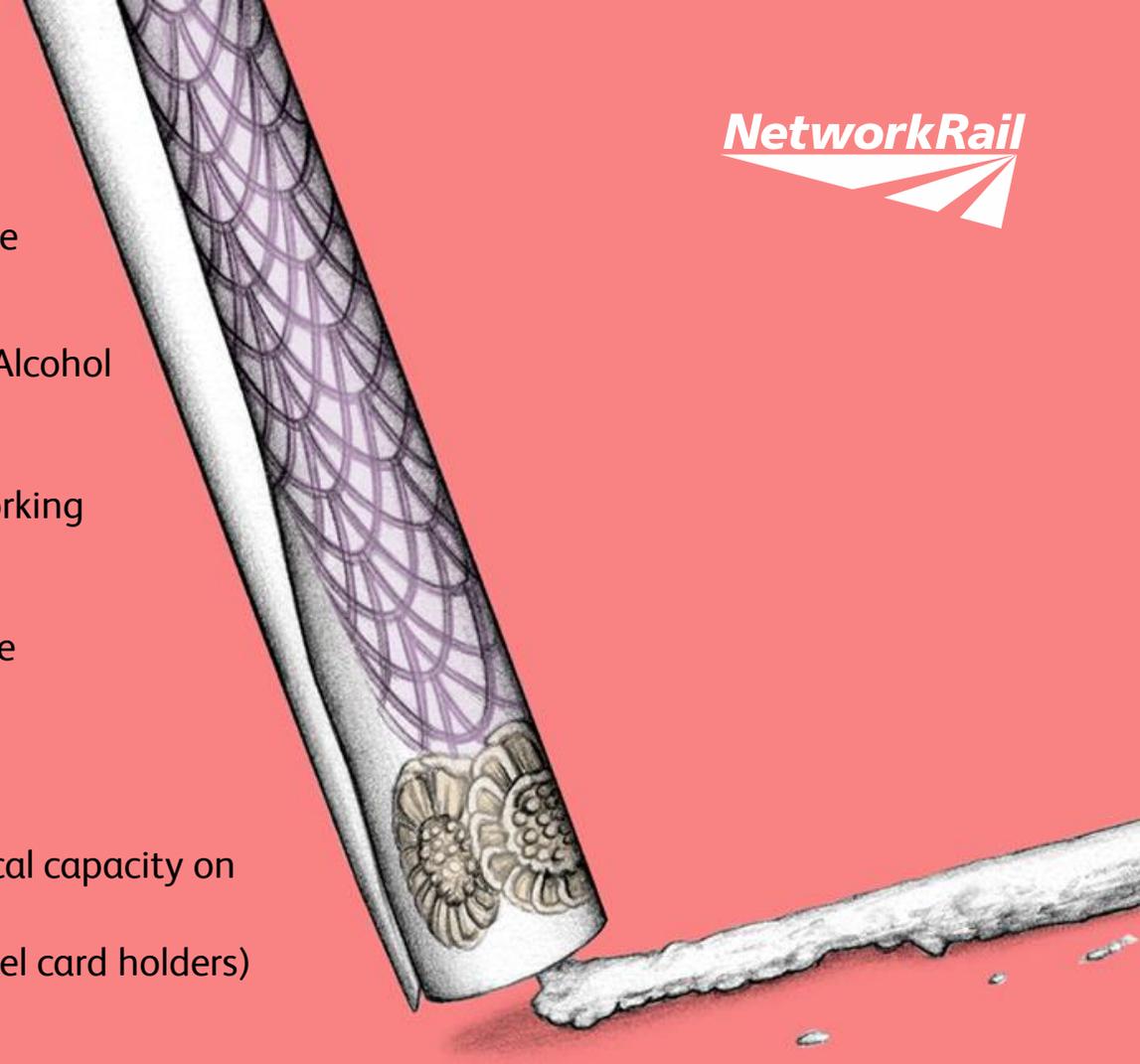
The testing policy supports our Lifesaving Rule: Never work or drive while under the influence of drugs and alcohol and aligns to our Health Commitments.

Consequences of a positive test result could be:

- Subject to disciplinary processes and procedures (all)
- Personal Track Safety (PTS) certificate and permission to work in a safety critical capacity on NR managed infrastructure revoked for five years (all)
- Sentinel card (passport to work on the railway) cancelled for five years (Sentinel card holders)
- Job offer rescinded (prospective candidates only)

You can raise any concerns to a manager, or you can make a report to Speak Out anonymously.

Speak Out is available 24/7. You can call for free on 0808 143 0100, and leave a secure voice message or make a report online at www.intouchfeedback.co.uk/networkrail



Discussion Point:

Share with your team some signs you could look out for when someone may be struggling with an alcohol or drug problem?

Taking Positive Steps with alcohol



1. Taking action with your alcohol intake

Try these simple steps to reduce your alcohol intake:

- Make a plan and set a weekly limit for alcohol intake.
- Have at least two alcohol free days per week.
- Choose a lower strength alcohol drink.
- Alternate drinks containing alcohol with a soft drink.
- Limit your intake to three units on any given day.
- Try mocktails or alcohol-free drinks.
- Don't drink alcohol if there is a risk it may still be in your system before you commence your agreed working hours



How do I know if my alcohol intake is concerning?

You may have concerns regarding your alcohol intake if you regularly answer “yes” to two or more of the following questions. Useful contacts can be found on slide 10:

- Have you ever felt you should cut down on your drinking?
- Have people annoyed you by criticising your drinking?
- Have you ever felt guilty or bad about your drinking?
- Have you ever had a drink in the morning to steady your nerves or to get rid of a hangover?
- Do you think alcohol is causing you a problem?
- Are you getting into trouble due to your drinking habit?

**Support is available for drug and alcohol misuse.
You can contact your manager or EAP for support.**

Making Health Commitments



Always speak with your line manager if you do not feel well enough to do your role competently and safely

Employees shall not consume drugs or alcohol at work or come to work in an unfit state through drugs or alcohol.



Managers should always be approachable, non-judgemental and supportive of their employees and colleagues' health and wellbeing at work.

If an employee comes forward to share that they are having problems with alcohol or drugs and it's not because a test is pending, Network Rail will provide support through their Drugs and Alcohol Support Programme. For management information on this process, contact the HR Direct.



Always seek medical advice and support for any health conditions, medication side effects or symptoms that may be affecting your ability to work or which are causing you concern.

Check any medication (whether prescription or over the counter) with our medication enquiry service (Chemist on Call) and seek alcohol health related advice from Occupational Health or your GP.

Further Information



For all your Occupational Health related services call the helpline on 0800 083 3324

Employee Assistance Programme for confidential wellbeing advice, information and to declare an alcohol (or drug) misuse concern:

08081 964 505 or login to the portal [PAM-Assist.co.uk](https://pam-assist.co.uk) with code NWR1

Drugs and Alcohol Standard page: [Drugs and Alcohol Standard \(sharepoint.com\)](#)

Drugs and Alcohol Support Programme- support for misuse: [Drugs and Alcohol Support Programme](#)

Speak Out - [EthicsPoint - Network Rail](#)

CBD Network Rail's current stance: [CBD Oil - Safety Central](#)

Information about alcohol and getting support:

<https://alcoholchange.org.uk/>.

<https://www.drinkaware.co.uk/>.

<https://www.nhs.uk/live-well/alcohol-support/>

To calculate your alcohol intake, use this free calculator:

<https://www.drinkaware.co.uk/understand-your-drinking/unit-calculator?>

Information about drugs and getting support:

<https://www.talktofrank.com/>

<https://www.nhs.uk/live-well/healthy-body/drug-addiction-getting-help/>

