

Let's all be clear... on our Drugs and Alcohol standard

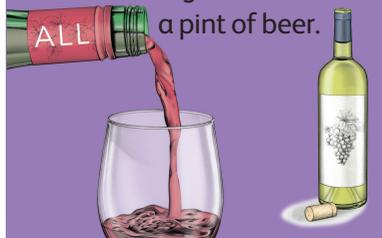
Our Drugs and Alcohol standard (NR/L2/OHS/00120) has changed. Make sure you are clear on these changes. Scan the QR code to find out more about the new standard, support available and much more.



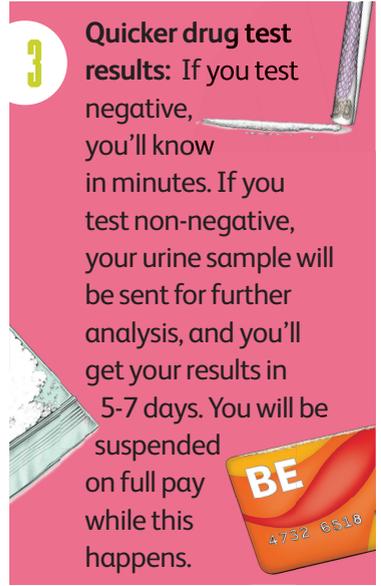
1 **Everyone can be tested:** Everyone in Network Rail can now be tested for drugs and alcohol, not just those that are safety critical, with 20 per cent of all colleagues tested at random.



2 **The Network Rail alcohol limit is LOWER than the England/Wales drink drive limit:** The Network Rail limit is typically less than 1.5 units of alcohol, which is less than a medium glass of wine or a pint of beer.



3 **Quicker drug test results:** If you test negative, you'll know in minutes. If you test non-negative, your urine sample will be sent for further analysis, and you'll get your results in 5-7 days. You will be suspended on full pay while this happens.



4 **You must tell us if your medication changes:** If you are in a safety critical role, you must notify your line manager and contact our Medication Enquiry Line (MEL) 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 seek guidance from the MEL although it is not mandatory.



5 **Support is available to you:** If you are worried about your own drugs or alcohol misuse, please speak to your line manager or contact our employee assistance programme, PAM Assist (08081 964 505), **before** you attend work. If you are concerned about a colleague, contact our confidential 24/7 'Speak Out' phone line (0808 143 0100).



Being clear of drugs and alcohol at work keeps everyone safer