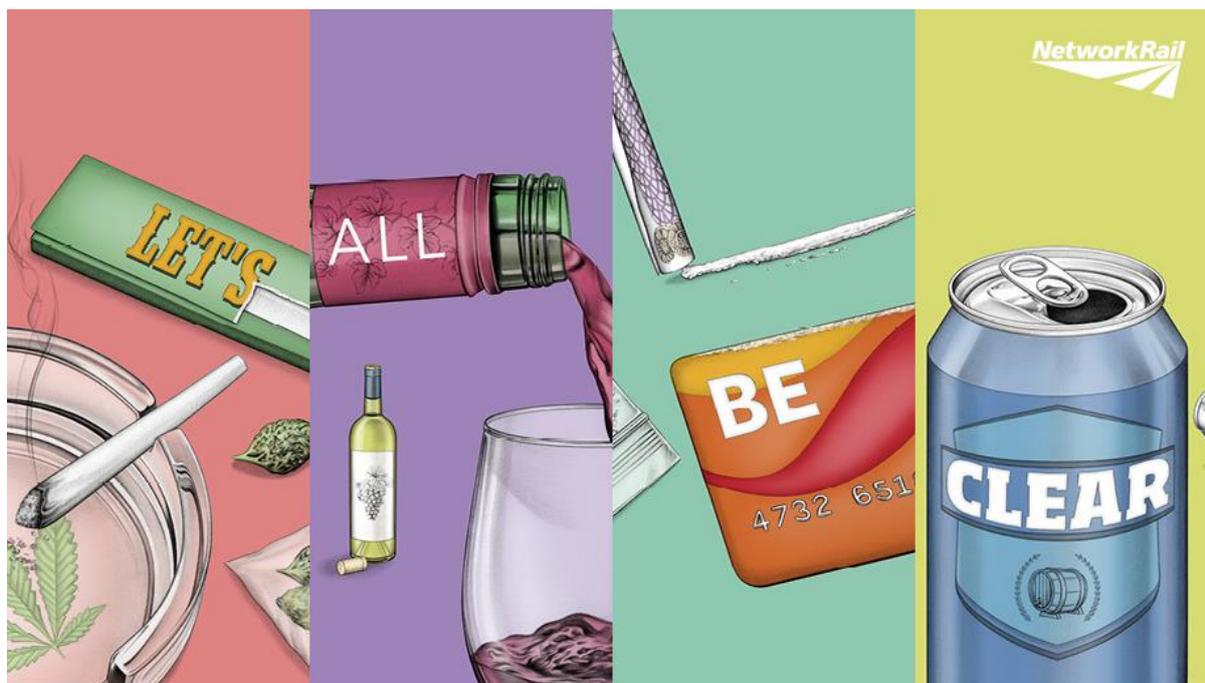


## Changes – our Drugs and Alcohol standard

Our updated standard impacts all colleagues



Our refreshed drugs and alcohol standard will improve safety and support our lifesaving rule: ‘never work or drive under the influence of drugs or alcohol’.

The changes will come into effect between now (September) and March 2023.

Everyone in Network Rail must comply – including our contractors in safety critical roles.

All colleagues should understand what the changes mean for them, and the possible impact of attending work with D&A in their systems.

### Be clear on the changes

The changes to the standard are:

- random D&A testing now includes all colleagues including non-safety critical colleagues
- random testing is increasing from five per cent of safety critical roles to 20 per cent of all colleagues
- new testing technology (Point of Contact Testing) for drugs means that in most cases the results will be instant

- 'Drug and Alcohol Rehabilitation' support renamed to 'Drugs and Alcohol Support Programme (DASP)', offering improved support and management guidance for example, specialist counselling
- all job offers now made conditional on a negative D&A test
- Ketamine and Tramadol (prescribed painkillers) are included in the substance panel and Propoxyphene has been removed as no longer prescribed.

## **When a high becomes a low**

A positive test (or refusal to take a test) will result in you being investigated and you may risk losing your job.

Rupert Lown, chief health, safety and wellbeing officer said: "Over the last few years, positive tests for alcohol, cannabis and cocaine have been rising in our organisation.

"Whilst this is a very small proportion of our workforce, this evidence that colleagues are continuing to show up for work with drugs and/or alcohol in their system is putting everyone's safety at risk. We need these changes to our standard to help to strengthen our controls against this risk and get everyone home safe every day."

## **Substance misuse support available**

For support on D&A misuse, please speak to your manager or contact our [Employee Assistance Programme](#). It's important you do this before you attend work.

**The time to ask is now.**

## **Next Destination**

- Go to our dedicated [Safety Central](#) page
- [Watch this recording](#) of the updates briefing or attend a local briefing when invited
- Seek guidance for new or changes to prescription or over the counter medications from our [Chemist On Call Medication Enquiry Service](#) (safety-critical colleagues only)
- [Drugs and Alcohol Support Programme](#)

- Access the [full D&A standard](#)
- Contact our [Employee Assistance Programme](#)

If you have a news story you'd like to share, please [send a request to the internal communications team](#).