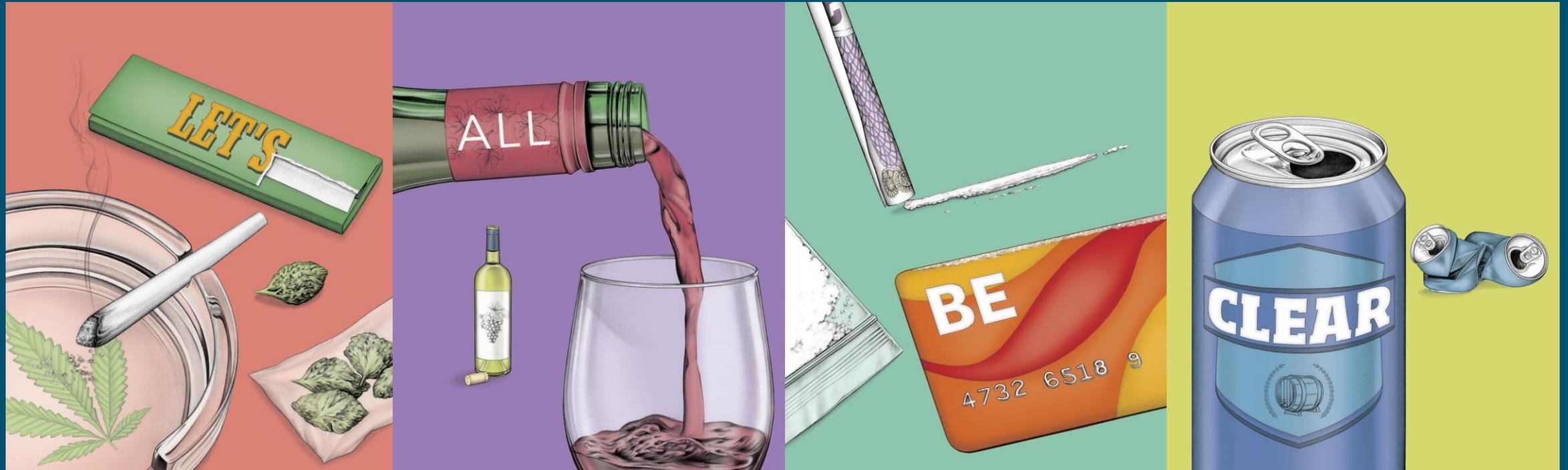


# Drugs, Alcohol and Substance Misuse in the Workplace



Our updated Drugs and Alcohol (D&A) Standard - what you need to know for the Network Rail Supply Chain



Let's all be clear on our Drugs & Alcohol standard  
Version 1.0

# Contents

- Network Rail's lifesaving rules – a reminder
- Role of D&A testing
- Effects of D&A in our workplace
- What's changing and why?
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- Let's talk about being clear (discussion)





everyone  
home safe  
every day



## Our lifesaving rules

- Safe behaviour is a requirement of working for or on behalf of Network Rail
- Our lifesaving rules are in place to keep us safe and must never be broken



Never work or drive while under  
the influence of drugs or alcohol

- Our lifesaving rules apply to everyone - including suppliers or contractors who work for and on behalf of Network Rail





everyone  
home safe  
every day



## How does D&A testing help this?

- Testing protects the safety of our colleagues, contractors and passengers who work or travel on the railway
- Helps to ensure our employees and contractors are safe and fit to work
- Enables Network Rail to legally comply with Transport and Works Act 1992

However, since 2018 D&A failures have been increasing and across the Supply Chain failures are higher. It is clear we needed to change our testing processes to keep everyone safe.

Year	Network Rail	Supply Chain
2020/21	0.9%	1.3%

# What are the effects of drugs and alcohol?

## At work

Increased accident risk

Unsafe to drive or operate machinery

Unable to carry out work safely

Put themselves, colleagues and passengers at risk

Poor attendance and time-keeping

Poor quality of work

Inability to follow instructions

## To the individual\*

Poor concentration

Irritable/aggressive

Anxious or stressed

Confusion

Poor decision making

Physical health issues (e.g. cancer, depression, anxiety, addiction)

Long term mental health conditions (e.g. depression, anxiety, addiction)

\*Effects on the individual will vary depending on their response to the type or quantity of D&A used. The observable changes may not always be linked to D&A use and could be linked to other factors affecting their health and wellbeing.

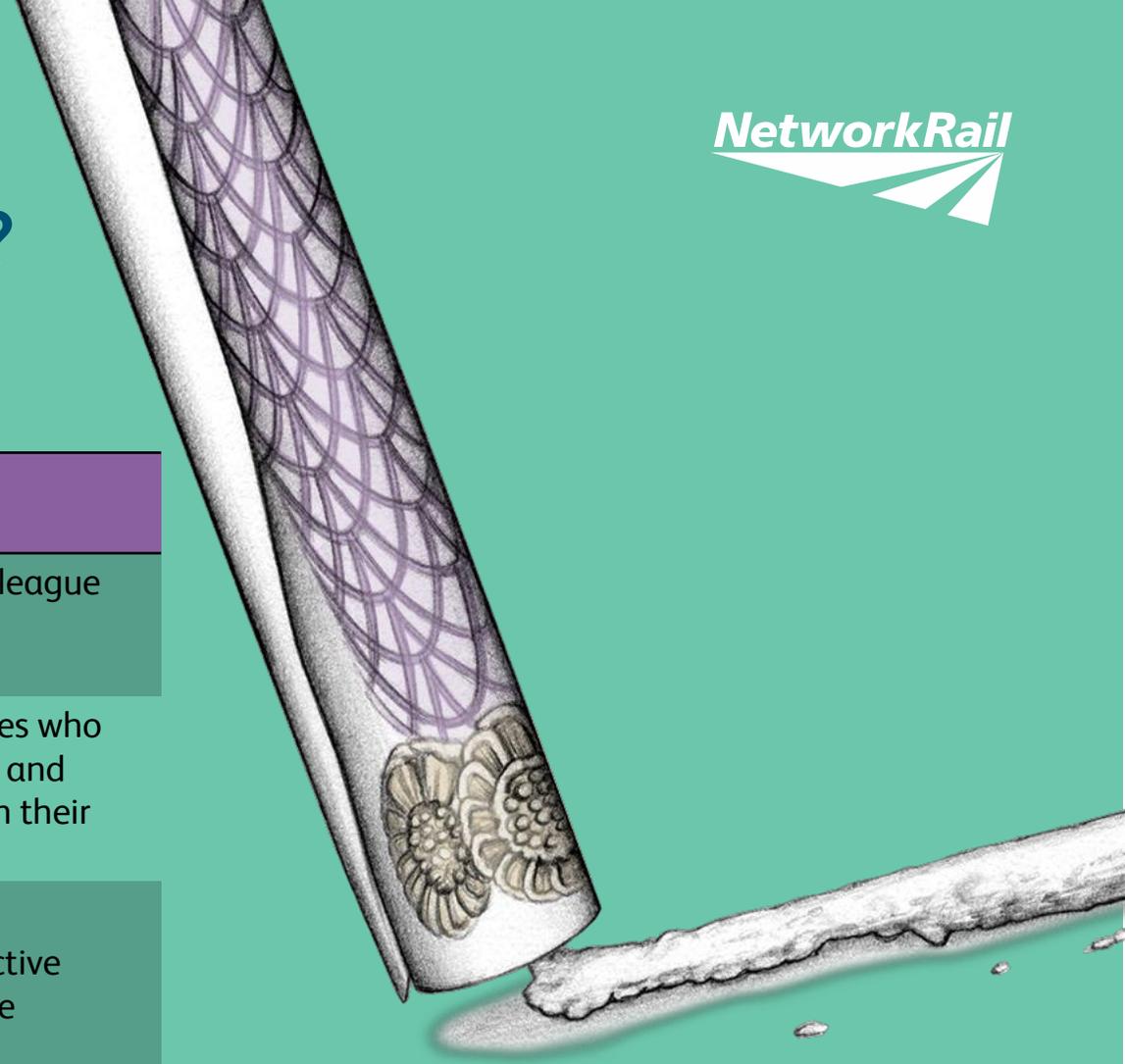


# What is changing between 3 September 2022 and 3 March 2023?



What's changing?	Reason
20 % of all safety critical colleagues will be randomly selected for a D&A test each year (up from 5 % of safety-critical colleagues)	To increase the likelihood of any colleague being randomly tested
Drugs tests can be conducted using Point of Contact Testing (POCT) or back to laboratory testing (BTL)	POCT may quickly identify employees who are safe and fit to continue working and those who could have a substance in their body (safety risk)
Ketamine and Tramadol have been added to the substance testing panel. Propoxyphene has been removed.	Ketamine and Tramadol can have psychoactive effects and have addictive properties. These two substances are trending in misuse.

All drugs and alcohol testing records will be securely stored on the Sentinel database and in line with GDPR.



## Consequences of breaching the D&A standard

The consequences for any colleague or prospective candidate who records a positive D&A test result, including an employee who refuses to undergo a test when required to do so, are:

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

# Let's talk about being clear

(Discussion)

1. Why do colleagues take the risk?
2. How would you feel if you were tested and the result was positive for drugs and/or alcohol? What impact would it have on you?
3. Would you feel confident to declare a drugs or alcohol misuse issue, or if you were unsafe to attend work due to drugs or alcohol? If not, what would stop you? What would you do instead?
4. How would you feel about raising a concern about a colleague you suspect is under the influence?