

What is changing in our D&A standard?



What's changing?	Reason
All colleagues can be randomly selected for a D&A test whilst at a Network Rail workplace	To apply an equal and fair testing programme
20% of all colleagues will be randomly selected for a D&A test each year (before 5% of safety critical colleagues only)	To increase the likelihood of any colleague being randomly tested
All prospective candidates will undergo and pass a D&A test prior to joining Network Rail	To reduce the risk of Network Rail employing a candidate with a misuse issue
All drugs tests will be conducted using Point of Contact Testing (POCT)	To ensure colleagues who are safe and fit to continue working can do so. To identify colleagues who could have a substance in their body at a level which can be a safety risk
Improved the support programme for any colleague who has a D&A misuse concern	We care for our colleagues and want to provide support for D&A misuse where possible

All D&A testing records will be securely stored on the Sentinel database and in line with GDPR.

Changes come into effect between 3 September 2022 and 3 March 2023