

# Changes on a Page - Issue 8 NR/L2/OHS/00120

Network Rail: Drugs and Alcohol (D&A) Standard

Publication Date: 01/03/2025 Compliance Date: 07/06/2025



Type of Change	What is the change?	Who is the change applicable to?
<b>Scope of Random Testing</b>	The scope of employees who are eligible for random testing was changed in April 2024. This has now been integrated into the NR/L2/OHS/00120 standard.	All employees and prospective employees
<b>Random Non-negative Point of Contact Drugs Test</b>	The non-negative risk assessment process was implemented in July 2023. This has now been integrated into the NR/L2/OHS/00120 standard.	Employees eligible for random testing and Line Managers
<b>PTS Training Requirement</b>	The requirement for Network Rail employees to undergo a D&A test in the 3 months prior to attending PTS training was removed in November 2024. This has now been integrated into the NR/L2/OHS/00120 standard.	Network Rail Training Support and Employees requiring PTS
<b>Active Monitoring Testing</b>	Active monitoring testing is a test type implemented for employees who are supported through the Network Rail drugs and alcohol support programme. It has been specified as test type in the NR/L2/OHS/00120 standard.	Employees who are supported through the Network Rail drugs and alcohol support programme (DASP)
<b>For-Cause Testing</b>	Implementation of requirement to complete a 'For-cause Test Form' prior to determining if a for-cause test is required.	Responsible Managers
<b>Post-Accident/Incident Testing</b>	Implementation of requirement to complete a 'Post-Accident/Incident Test Form' prior to determining if a post-accident/incident test is required.	Responsible Managers
<b>Drugs Testing Methodology</b>	Change to willing but unable process to require an employee to declare and seek guidance from occupational health service regarding any existing or new medical condition which may prevent them being able to provide a urine sample for drugs testing.	Employees who, for medical reasons, cannot provide a urine sample when required
<b>Use of Prescription or Over the Counter (OTC) Medicines</b>	All employees who use prescription or OTC medicines which have known side effects that have the potential to affect their ability to safely work are now required to seek guidance from chemist on call. Employees shall only use medicines which have a legitimate medical reason for use (as defined in NR/L2/OHS/00120). Legitimate medical reason refers to the use of a licensed medicine, including off-label use. Use of unlicensed medicine is considered a breach of the D&A standard.	Employees who use prescription or over the counter (OTC) medicines
<b>Appeals against Positive Test Results</b>	Employees or candidates who do not have a supporting Sponsor and where they can demonstrate evidence in line with the required appeal criteria stated in Section 14 NR/L2/OHS/00120 may now appeal against their positive test result.	Employees or contractors who wish to appeal against their positive test result



# Glossary

Form or Document	Source
Issue 8 NR/L2/OHS/00120	<a href="#">NR/L2/OHS/00120 [ Issue: 8 ] Drugs and Alcohol Standard</a>
Non-negative Risk Assessment	<a href="#">Non-negative Risk Assessment.docx</a>
For-Cause Test Form	<a href="#">For-Cause Test Form.docx</a>
Post-Accident/Incident Test Form	<a href="#">Post-Accident-Incident Test Form.doc</a>
Drugs and Alcohol Support Programme	<a href="#">Drugs and Alcohol Support Programme summary.pdf</a>
Declaration of Commitment Form	<a href="#">Declaration of Commitment.pdf</a>
D&A Standard FAQ	<a href="#">D&amp;A Standard FAQ.pdf</a>



## Further Information

- Access Issue 8 NR/L2/OHS/00120 [here](#)
- Familiarise yourself and colleagues with further information and guidance hosted on the [MyConnect page](#)
- Share the main changes within this briefing document with your teams and colleagues.
- Remind your team and colleagues support is available for drugs and alcohol misuse
- Contact the health and wellness team for any questions [healthandwellness@networkrail.co.uk](mailto:healthandwellness@networkrail.co.uk)

