

Drugs and Alcohol

Know the limits



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Network Rail has a zero tolerance approach to individuals attending work whilst under the influence of drugs and/or alcohol.

Drugs and Alcohol Policy update

What are the updates to the current process?

Random drugs and alcohol testing will now take place at work locations – on-site and in the office without prior notification

The purpose of this change is

- to ensure that we are more effectively able to identify individuals potentially under the influence of drugs and/or alcohol
- to make compliance with testing procedures easier and more effective to drive efficiency
- to reduce the workload stress on our workforce by reducing the number of individuals required to be away from worksites and minimising lost working time

Drugs and Alcohol

The limits



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

Alcohol limits within Network Rail are as set by the Railway Group Standard GE/RT8070;

29 milligrams of alcohol per **100**ml of **blood**

13 micrograms of alcohol per **100**ml of **breath**

39 milligrams of alcohol per **100**ml of **urine**

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The limits

The limits set by the Railway Group Standard GE/RT8070 are not the same as the government limits for driving, they are substantially lower.

You may be under the limit outside of work, but not when in the workplace.

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The effects

The effects of drugs and alcohol can include;

- Accidents at work and a decrease in performance
- Mood changes – irritability or aggression
- Confusion and lack of concentration
- Poor time keeping or absence from work
- Long term damage to health, including your liver, heart, stomach and intestine and nervous system



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The changes to the policy mean

- Random testing will now take place at work locations – on-site and in the office without prior notification
- Failure to consent to testing, or leaving site before testing is completed, will be regarded as a refusal to submit to testing. A positive result would then be recorded and dealt with in the same way as someone who had tested over the limit

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What being over the limit means for you?

Consequences of a positive test result could be...



PTS certificate revoked for five years



Subject to disciplinary procedure



Sentinel card cancelled



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How can your manager support you?

Your line manager is briefed to spot the signs and support their colleagues to ensure their safety and the safety of others.

If you voluntarily report a drugs or alcohol problem to your line manager, supervisor or HR representative – and this is not reported as a consequence of expecting a positive test result, you will receive support and assistance and begin a programme of rehabilitation.

Drugs and Alcohol

What guidance documents are available?

FAQs

For Cause
service – a
user guide

Drugs and
their effects



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Where do you go for further support?

Validium

**Employee assistance
provider**

0800 358 4858

Or

0330 332 9980

(24 hour phone line)

OH Assist

**Occupational health
support**

0845 608 0656

Or

[www.networkrail.ohassist](http://www.networkrail.ohassist.com)
[.com](http://www.networkrail.ohassist.com)