

Drugs and Alcohol Policy update

Managers briefing



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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 Policy update

Why have we made this change?

The changes to the testing policy support our Lifesaving Rules



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

Other benefits of the changes include;

- Increased compliance
- Reduced time away from work
- Minimal operational impact

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Why have we made this change?

This change complies with

- **The Railways and Other Guided Transport Systems (Safety) Regulations 2006:** a person who carries out safety critical work has been assessed as competent and fit to carry out that work.
- **Health and Safety at Work etc Act 1974:** the employer has a general duty under this Act to ensure, as far as is reasonably practicable, the health, safety and welfare of employees.
- **Transport and Works Act 1992:** makes it a criminal offence for certain workers to be unfit through drugs and/or drink while working on railways. Managers of the system would also be guilty of an offence unless shown all due diligence in trying to prevent such an offence being committed.
- **Road Traffic Act 1988:** it is a criminal offence for drivers of road vehicles to be under the influence of drugs or drink while driving a mechanically propelled vehicle.
- **Network Rail Lifesaving Rules**



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What does this mean for your teams?

Testing will now be unannounced and within the work environment – as per the Railway Group standard and our current random drugs and alcohol standard

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What does this mean for your teams?

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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What does this mean for your teams?

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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What are your responsibilities as a manager?

Know the signs to look for. Indicators that someone is unfit for work due to drugs and alcohol include;

- Unusual changes in behaviour
- Frequent single-day absences or lateness
- Poor co-ordination or balance
- Aggression, irritability or defensive behaviour
- Slurred speech
- Sensitivity to light and noise

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What are your responsibilities as a manager?

If you think someone is under the influence of drugs or alcohol you should;

- Call 'For-cause' telephone number – 08701 206 999 and quote the Network Rail pin number '1925'
- Arrange for the employee to be tested
- Make arrangements to get the employee home safely; such as booking a taxi, providing a lift home or calling next of kin

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How can you provide support?

If your employee voluntarily reports a drugs or alcohol problem to you, a supervisor or HR representative – and this is not reported as a consequence of expecting a positive test result, you should provide support and assistance to help them begin a programme of rehabilitation as agreed with Network Rail and its advisors

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)

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