

Safety Hour Discussion Pack

Topic: Drugs and Alcohol – random testing update

Purpose of the discussion:

To discuss the updates to the drugs and alcohol random testing process, which means testing will be taking place on-site and unannounced to make us compliant with our current standard.

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 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 thus increase compliance with testing
- 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

Discussion points: Use below to plan your facilitated discussion. Remember, you don't have to have all the answers – the role of the facilitator is to create an engaging discussion where everyone identifies and commits to solutions.

Discussion points	Supporting notes
<p>Are you aware that the Network Rail alcohol limits are less than the legal limits?</p>	<p>Ask the group why they think the limits are less when in a Network Rail workplace</p> <p>Consider the implications that alcohol/drugs can have when an individual is;</p> <ul style="list-style-type: none"> • Operating machinery • Acting as lookout on track • Making a decision that could impact the safety of others <p>Ask the group if they were aware that they could drive to work and be legally under the limit, but get in to work and be tested as over the limit?</p>
<p>Are you aware of the consequences of a positive test result?</p>	<p>Consider the implications not only for the individual but for their colleagues and family if they were no longer able to continue work.</p> <p>Consequences can include;</p> <ul style="list-style-type: none"> • PTS certificate revoked for five years • Subject to disciplinary procedure • Sentinel card cancelled

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<p>Would you challenge a colleague who you thought may be under the influence of drugs or alcohol?</p>	<p>Everyone you work with impacts your ability to be safe – would you be prepared to work with someone if you thought they might be under the influence of drugs or alcohol?</p> <p>Some of the effects of drugs and alcohol include</p> <ul style="list-style-type: none"> • Confusion • Lack of concentration • Mood changes <p>these can all lead to a decrease in performance and accidents at work.</p>
<p>What will we do differently when we leave today?</p>	<p>Ask for personal and team commitments.</p> <p>Examples might include:</p> <ul style="list-style-type: none"> • Challenge anything you think may be under the influence of drugs or alcohol • Seek help if you think you may have a problem and discuss with your line manager • Read through the guidance documents to be able to assist others

For further information:

Visit Safety Central - <https://safety.networkrail.co.uk/healthandwellbeing/manager-support/drugs-and-alcohol-manager-support/>

If you have any queries, please email the Health and Wellness team – healthandwellness@networkrail.co.uk