



Drugs and Alcohol Support Programme (DASP) changes- **(Compared to the previous rehabilitation programme)**

In comparison to the previous 'Drug and Alcohol Rehabilitation' document, the [DASP](#) has been developed to offer improved support for employee's experiencing drugs and/or alcohol misuse, including [specialist](#) counselling, a new voluntary drugs and alcohol test called 'voluntary active monitoring', and a more sensitive way for employees to [declare a misuse concern to their manager via our Employee Assistance Programme \(EAP\)](#). Once an employee has disclosed a misuse concern to their manager and signed a '[declaration of commitment](#)' (previously known as the 'contract of commitment'), they will now be able to access:

- [Voluntary active monitoring tests](#)
- Occupational health support with a physician for substance misuse
- A course of specialist counselling, with a counsellor experienced in drugs and alcohol misuse via our EAP+ model

Primary changes

Voluntary active monitoring

Voluntary active monitoring is a voluntary drugs and alcohol test, which can be offered to employees who are absent from work, to check for drugs or alcohol in their system. Results of this test are exempt from disciplinary proceedings and sentinel bans.

Voluntary active monitoring has been set up to support employees, managers, and occupational health in enabling an employee to safely return to work in adherence with the Life Saving Rules.

Voluntary active monitoring reduces the risk of an employee returning to work with drugs or alcohol in their system that could be picked up on a test whilst at work.

EAP disclosure

With employee consent, Network Rails' EAP provider can disclose a drug and/or alcohol misuse concern to a manager, on the employee's behalf. This would qualify an employee to receive support under DASP.



Counselling support

Up to 12 sessions of specialist support will now be offered to employees who have mild to moderate drugs and/or alcohol misuse. The sessions will be delivered virtually and on a weekly basis, by a counsellor experienced in drugs and alcohol misuse.

Areas reviewed with the employee will include wider presenting issues relating to the misuse, psychological and social stressors experienced, treatment history, coping strategies and social support, work issues and current life situation/relevant family history. The assessment will also explore the employee's dependency issues; looking at history, changes in use, triggers and what has worked and not worked previously when the employee has tried to reduce or stop using alcohol and/or drugs. This employee-centred assessment will be the foundation for the subsequent support programme.

For more information, visit [Drugs and Alcohol Standard \(sharepoint.com\)](https://sharepoint.com)