

# Drugs, Alcohol and Substance Misuse in the Workplace

NR/L2/OHS/00120

Issue 8: Detailed Briefing  
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Compliance date: 07/06/2025



# Contents of Changes to Issue 8 NR/L2/OHS/00120

Change Number	Type of Change (click the hyperlink to go direct)	Slide(s)	Organisation the change applies to		
			Network Rail	Supply Chain	D&A Testing, Medical or Laboratory Services
1	<a href="#">Scope of Random Testing</a>	3	✓		
2*	<a href="#">Random Non-negative Drugs Test</a>	4-7	✓		
3	<a href="#">PTS Training Requirement</a>	8	✓	✓	
4*	<a href="#">Active Monitoring Testing</a>	9-10	✓		
5*	<a href="#">For-Cause Testing</a>	11-12	✓		
6*	<a href="#">Post-Accident/Incident Testing</a>	13-15	✓		
7*	<a href="#">Drugs Testing Methodology</a>	16	✓	✓	✓
8*	<a href="#">Use of Prescription or Over the Counter (OTC) Medicines</a>	17	✓	✓	✓
9	<a href="#">Appeals against Positive Test Results</a>	18	✓	✓	✓
-	<a href="#">Glossary</a>	19	✓		
-	<a href="#">Further Information</a>	20	✓		
-	<a href="#">Appendix A</a>	21	✓		

\*Contactors shall establish their own processes to meet the requirements of each change.



# Change 1 – Scope of Random Testing

## What is the change?

- The scope of workers who are eligible for random D&A testing has changed.
- Workers who remain eligible for random D&A testing do so because of the type of work they do or competences they hold.

## Why has this changed?

- In September 2023, the Information Commissioners Office (ICO) published updated guidance for employers who collect and process personal sensitive data from employees for D&A testing purposes
- Following a review by Technical Authority, a temporary variation was applied to Issue 7 NR/L2/OHS/00120 in April 2024 to amend the roles or groups eligible for random D&A testing. This change has been integrated into Issue 8.

## Who is affected by this change?

- Network Rail workers in roles who are no longer eligible for random D&A testing. See Appendix A for the roles or groups which remain eligible.

## Where is this change applied to the standard?

- Section 5, clause 5.1.3.



# Change 2 – Random Non-negative Drugs Test

## What is the change?

- Within the random D&A testing programme, workers who record a non-negative point of contact drugs test (POCT) are no longer automatically suspended from duties.
- The worker's line manager is required to complete and implement the 'non-negative risk assessment' with the worker until the final drugs result is reported from the laboratory. The final drugs test can take up to 5 working days to be reported.
- The worker will be restricted from duties considered high risk whilst the non-negative risk assessment is in place.

## Why has this changed?

- The non-negative risk assessment process is intended to keep the worker at work and manage any potential safety risk of there being a drug in their system.
- Random D&A test outcome data indicates less than 4% of non-negative POCT drugs tests are reported as a positive test result.

## Who is affected by this change?

- Workers who record a non-negative POCT within a random drugs test.
- Line managers who are required to complete and implement the non-negative risk assessment.
- **Where is this change applied to the standard?**
- Section 5.6



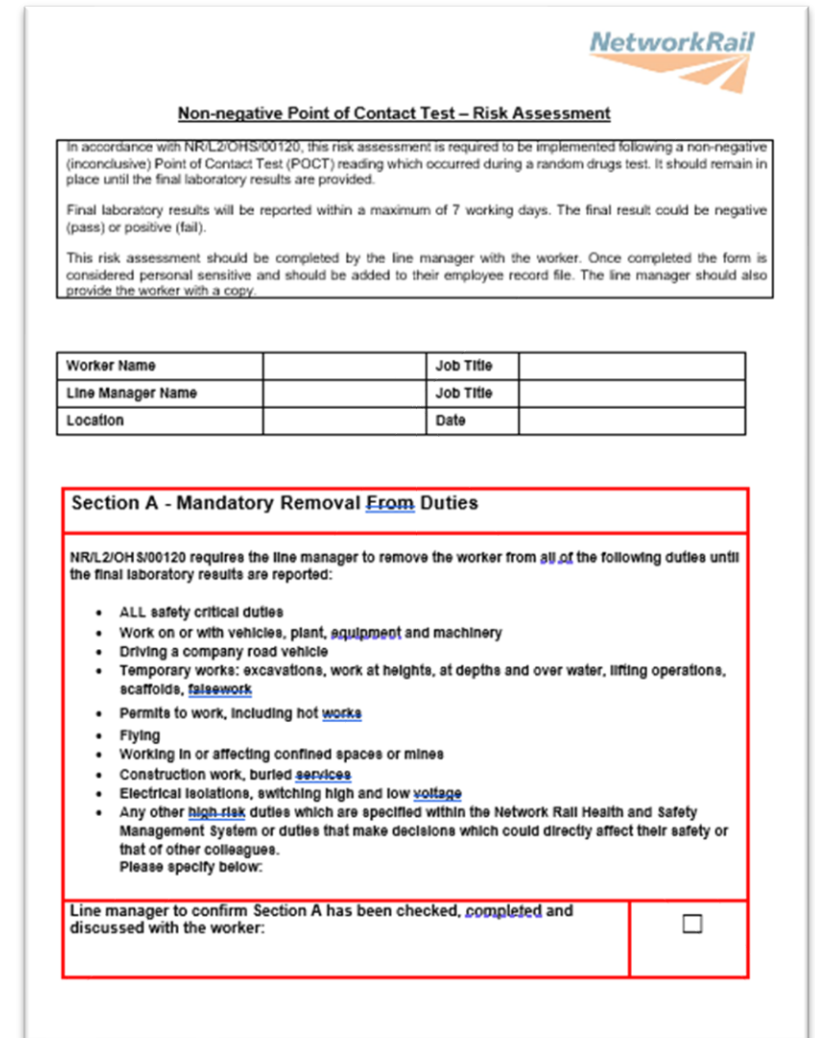
# Non-negative risk assessment

## General

- Line managers are to complete and implement with a worker immediately following a non-negative POCT drugs test within the random testing programme.
- Complete all sections

## Section A

- The worker must be removed from all duties listed in Section A whilst the non-negative risk assessment is in place.
- Where required, the line manager can contact HR for guidance on alternative duties.



**NetworkRail**

**Non-negative Point of Contact Test – Risk Assessment**

In accordance with NR/L2/OHS/00120, this risk assessment is required to be implemented following a non-negative (inconclusive) Point of Contact Test (POCT) reading which occurred during a random drugs test. It should remain in place until the final laboratory results are provided.

Final laboratory results will be reported within a maximum of 7 working days. The final result could be negative (pass) or positive (fail).

This risk assessment should be completed by the line manager with the worker. Once completed the form is considered personal sensitive and should be added to their employee record file. The line manager should also provide the worker with a copy.

Worker Name		Job Title	
Line Manager Name		Job Title	
Location		Date	

**Section A - Mandatory Removal From Duties**

NR/L2/OHS/00120 requires the line manager to remove the worker from all of the following duties until the final laboratory results are reported:

- ALL safety critical duties
- Work on or with vehicles, plant, equipment and machinery
- Driving a company road vehicle
- Temporary works: excavations, work at heights, at depths and over water, lifting operations, scaffolds, falsework
- Permits to work, including hot works
- Flying
- Working in or affecting confined spaces or mines
- Construction work, buried services
- Electrical isolations, switching high and low voltage
- Any other high-risk duties which are specified within the Network Rail Health and Safety Management System or duties that make decisions which could directly affect their safety or that of other colleagues.

Please specify below:

Line manager to confirm Section A has been checked, <u>completed</u> and discussed with the worker:	<input type="checkbox"/>
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# Non-negative risk assessment

## Section B

- The line manager should consider if there are any grounds for reasonable suspicion that may indicate drug misuse.
- This may be informed by any signs or symptoms presented by the worker, or any concerns over behaviour, conduct or performance. Appendix A of NR/L2/OHS/00120 provides guidance for the line manager.
- If the line manager has concerns, a brief description should be written on the risk assessment.
- In cases where it is necessary to suspend the worker, the line manager may contact HR Direct for guidance.
- If there are no concerns identified, proceed to Section C.

## Section C

- The line manager should confirm if the worker can continue working in their current or alternative duties, which do not include those listed in Section A.
- In cases where it is necessary to suspend the worker, the line manager may contact HR Direct for guidance.
- Proceed to Section D.

Section B – Grounds for Reasonable Suspicion	
Section B requires the line manager to determine if there are grounds for reasonable suspicion of the worker being unfit due to drugs at the time of the non-negative test.	
<p><b>At the time of non-negative test, does the line manager have any concerns over the worker's conduct or behaviour which may indicate drug misuse?</b></p> <p>See Appendix A further guidance signs &amp; symptoms of drugs or alcohol misuse.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <small>(Brief description of concerns and how this could indicate drug misuse)</small>
<p><b>If Yes:</b></p> <ul style="list-style-type: none"> <li>• Remove the worker from all duties and explain the reasons to the worker.</li> <li>• If it is necessary to suspend a worker until the test results are reported, contact HR Direct on 0800 0546 547 for guidance. If this occurs out of hours, access the HR Direct site, search for 'suspension' and follow the procedure and guidelines. At the first opportunity contact HR Direct to create a case and confirm the suspension by letter.</li> </ul> <p><b>If No:</b></p> <ul style="list-style-type: none"> <li>• Continue to Section C.</li> </ul>	
<p><b>Line manager to confirm Section B has been checked, completed and discussed with the worker:</b></p> <input type="checkbox"/>	
Section C – Continued Duties under Risk Assessment	
Section C requires the line manager to state the suitable or alternative duties the worker can continue to undertake until the laboratory results are reported.	
<p><b>Can the line manager provide suitable or alternative duties for the worker to those in Section A?</b></p> <p>The line manager can seek guidance from HR on suitable alternative duties.</p> <p>This may include, where practicable: working at home, working under additional supervision, carrying out administrative duties or mandatory training.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <small>(Brief description of suitable or alternative duties)</small>
<p><b>If Yes:</b></p> <ul style="list-style-type: none"> <li>• Continue to Section D.</li> </ul> <p><b>If No:</b></p> <ul style="list-style-type: none"> <li>• Remove the worker from all duties and explain the reasons to the worker.</li> <li>• If it is necessary to suspend a worker until the test result are reported, contact HR Direct on 0800 0546 547 for guidance. If this occurs out of hours, access the HR Direct site, search for 'suspension' and follow the procedure and guidelines. At the first opportunity contact HR Direct to create a case and confirm the suspension by letter.</li> </ul>	




# Non-negative risk assessment

## Section D

- The line manager should indicate if the worker is remaining at work or if it was necessary to suspend the worker.

## Completion

- Both line manager and worker are required to sign the completed risk assessment
- Line manager to send a copy to the worker and their employee record file.

Line manager to confirm Section C has been checked, <u>completed</u> and discussed with the worker:		<input type="checkbox"/>
<b>Section D – Outcome of the Risk Assessment</b>		
The worker is remaining at work with suitable or alternative duties until laboratory results are provided?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
The worker has been <u>temporarily suspended</u> until the laboratory results are reported?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>Note for Line Managers:</b> <ul style="list-style-type: none"> <li>If the worker used a company vehicle to travel to work, it is the worker's responsibility to arrange alternative means of transport home.</li> <li>Following the non-negative test, Network Rail recommends the worker does not drive their own vehicle home or to/from work whilst awaiting laboratory results however it is the worker's responsibility to determine their means of travel.</li> <li>Ensure you have checked any welfare needs of the worker. Make sure you remain in regular contact with them to check how they are and if any other support is needed whilst awaiting final laboratory results. Provide the contact details for the Employee Assistance Programme to the worker - 0800 316 0066.</li> <li>Store a copy of this risk assessment on the employee record file and provide a copy to the worker.</li> </ul>		
Line Manager signature:		Worker signature:
<b>Final Drugs Result</b> <p>If the final drugs test result is reported as <b>negative</b>:</p> <ul style="list-style-type: none"> <li>Remove this risk assessment and the worker can carry on with their normal <u>duties</u>;</li> <li>Contact HR Direct on 0800 0546 547 to close the case if the worker has been placed on suspension.</li> </ul> <p>If the final drugs test result is reported as <b>positive</b>:</p> <ul style="list-style-type: none"> <li>Contact the employee immediately and remove them from all <u>duties</u>;</li> <li>Contact HR Direct on 0800 0546 547 to discuss the next steps.</li> </ul>		



# Change 3 – PTS Training Requirement

## What is the change?

- Prior to attending Personal Track Safety (PTS) Training, Network Rail workers are no longer required to have passed a D&A test within the 3 months that precede the course.
- This requirement remains in place for the Network Rail Supply Chain.

## Why has this changed?

- The controls in place to manage the risk associated with Network Rail workers attending work whilst unfit through drugs and alcohol are broader than for the Supply Chain.
- Network Rail workers are required to undertake a competence specific health, safety and wellbeing medical assessment, which incorporates a D&A test, more frequently (3 yearly) compared to the Supply Chain (10 yearly).

## Who is affected by this change?

- Network Rail workers who are enrolled onto PTS training.

## Where is this change applied to the standard?

- N/A – removed from standard





# Change 4 – Active Monitoring Testing

## What is the change?

- Addition of 'active monitoring' as a D&A test type.

## Why has this changed?

- Active monitoring is a test type applied during the drugs and alcohol support programme (DASP).
- Active monitoring was not specified in Issue 7 despite it being required. This change has been integrated into Issue 8.

## Who is affected by this change?

- Employees who voluntarily declare substance misuse or dependency and are supported through the DASP.

## Where is this change applied to the standard?

- Section 9



# Active Monitoring

## Voluntary Active Monitoring

- Applied whilst a worker is not at work and to manage any risk of the worker returning to work.
- A positive test result is not considered a breach of the NR/L2/OHS/00120 standard and disciplinary processes do not apply.

## Mandatory Active Monitoring

- Applied when or after the worker has returned to work and to manage any risk of the worker continuing to work.
- A positive test result is considered a breach of the NR/L2/OHS/00120 standard and disciplinary processes do apply.

Guidance on the frequency of active monitoring testing is provided by the Occupational Health Service.

Active Monitoring tests may be arranged up to 48 hours in advance via the D&A testing provider (Abbott Toxicology).



# Change 5 – For-Cause Testing

## What is the change?

- The responsible manager is required to complete the 'For-Cause Test Form' with the worker and to document any grounds of reasonable suspicion prior to determining if a for-cause test is required.
- Only if grounds of reasonable suspicion can be confirmed should a for-cause test be arranged.

## Why has this changed?

- To improve assurance that there is appropriate and evidence-based use of the for-cause test process.

## Who is affected by this change?

- Responsible managers who make the decision to arrange a for-cause test.

## Where is this change applied to the standard?

- Section 6



# For-Cause D&A Test Form

## General

- Responsible managers are to complete the For-Cause Test Form with the worker.

## Section 1

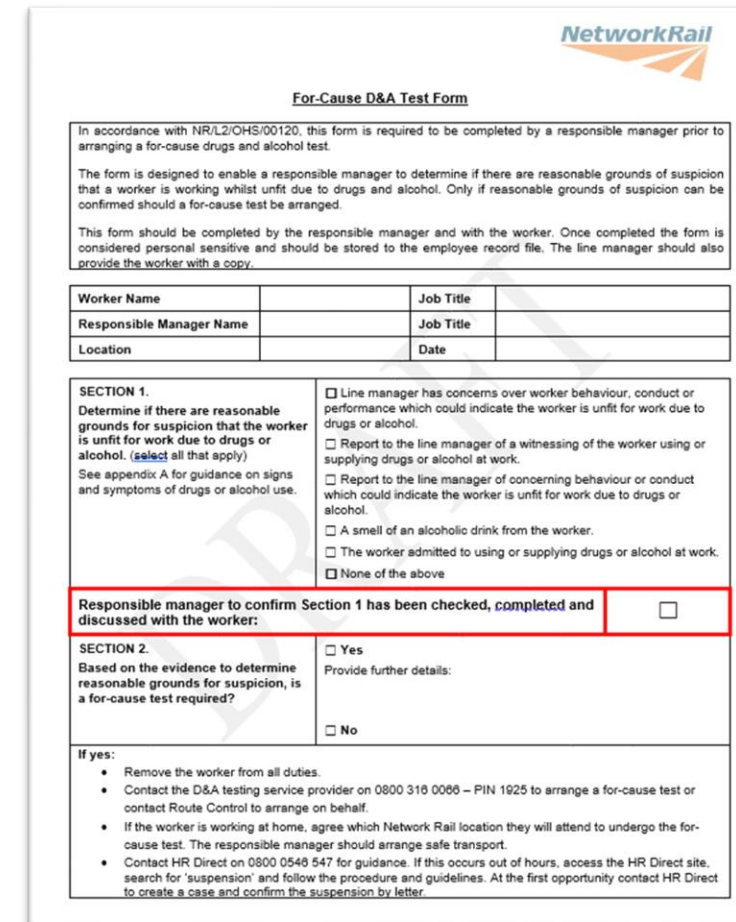
- Following discussion and review of the worker's behaviour, conduct or performance, select any of the factors which could indicate grounds of reasonable suspicion that the worker is unfit for work due to drugs or alcohol.

## Section 2

- Responsible managers select if a for-cause test is required.
- If yes has been selected, provide a brief summary to evidence the decision.
- If 'none of the above' has been selected in Section 1, a for-cause test shall not be arranged.

## Completion

- Both responsible manager and worker are required to sign the completed form.
- Responsible manager is to send a copy to the worker and their employee record file.
- If a post-accident/incident test is required, the responsible manager shall contact the D&A testing service to arrange a post-accident/incident test.



**For-Cause D&A Test Form**

In accordance with NR/L2/OHS/00120, this form is required to be completed by a responsible manager prior to arranging a for-cause drugs and alcohol test.

The form is designed to enable a responsible manager to determine if there are reasonable grounds of suspicion that a worker is working whilst unfit due to drugs and alcohol. Only if reasonable grounds of suspicion can be confirmed should a for-cause test be arranged.

This form should be completed by the responsible manager and with the worker. Once completed the form is considered personal sensitive and should be stored to the employee record file. The line manager should also provide the worker with a copy.

Worker Name		Job Title	
Responsible Manager Name		Job Title	
Location		Date	

**SECTION 1.**  
Determine if there are reasonable grounds for suspicion that the worker is unfit for work due to drugs or alcohol. (select all that apply)  
See appendix A for guidance on signs and symptoms of drugs or alcohol use.

Line manager has concerns over worker behaviour, conduct or performance which could indicate the worker is unfit for work due to drugs or alcohol.

Report to the line manager of a witnessing of the worker using or supplying drugs or alcohol at work.

Report to the line manager of concerning behaviour or conduct which could indicate the worker is unfit for work due to drugs or alcohol.

A smell of an alcoholic drink from the worker.

The worker admitted to using or supplying drugs or alcohol at work.

None of the above

Responsible manager to confirm Section 1 has been checked, completed and discussed with the worker:

**SECTION 2.**  
Based on the evidence to determine reasonable grounds for suspicion, is a for-cause test required?

Yes  
Provide further details:

No

**If yes:**

- Remove the worker from all duties.
- Contact the D&A testing service provider on 0800 318 0086 – PIN 1925 to arrange a for-cause test or contact Route Control to arrange on behalf.
- If the worker is working at home, agree which Network Rail location they will attend to undergo the for-cause test. The responsible manager should arrange safe transport.
- Contact HR Direct on 0800 0546 547 for guidance. If this occurs out of hours, access the HR Direct site, search for 'suspension' and follow the procedure and guidelines. At the first opportunity contact HR Direct to create a case and confirm the suspension by letter.



# Change 6 - Post-Accident/Incident Testing

## What is the change?

- Following an accident or incident, the responsible manager is required determine the following prior to making the decision to arrange a post-accident/incident test:
  - if the accident or incident is considered serious or dangerous;
  - if the worker contributed to the accident/incident;
  - if there are grounds of reasonable suspicion that the worker is working whilst unfit through drugs and alcohol.
- The responsible manager is required to complete the 'Post-Accident/Incident Test Form' with the worker and to document any grounds of reasonable suspicion.
- Only if grounds of reasonable suspicion are confirmed or if the accident/incident is considered serious or dangerous should a post-accident/incident test be arranged.

## Why has this changed?

- To improve assurance that there is appropriate and evidence-based application of the post-accident/incident test process.

## Who is affected by this change?

- Network Rail responsible managers who make the decision to arrange a post-accident/incident test.

## Where is this change applied to the standard?

- Section 7



# Post-Accident/Incident D&A Test Form

## General

- Responsible managers to complete all sections with the worker.

## Section 1

- Determine if the accident or incident is considered serious or dangerous.
- If yes, proceed to Section 4.

## Section 2

- Determine if the worker contributed to the accident or incident.
- If no is selected, there are no grounds to arrange a post-accident/incident test.

## Section 3

- Select any of the factors which could indicate grounds of reasonable suspicion that the worker is unfit for work due to drugs or alcohol.
- If none of the above are selected, a post-accident/incident test shall not be arranged.

Version:	1
Date:	01 March 2025

**Post-Accident/Incident D&A Test Form**

To be used in accordance with Section 7: NR/L2/OHS/00120. This form is required to be completed by a responsible manager with a worker prior to arranging a post-incident/accident drugs and alcohol test.

The form is designed to enable a responsible manager to determine if there are reasonable grounds of suspicion that a worker is unfit due to drugs and alcohol and that this could have been a contributing factor to the incident/accident that occurred. Only if reasonable grounds of suspicion can be confirmed should a post-incident/accident test be arranged.

Once completed the form is considered personal sensitive and should be added to the employee record file. The responsible manager should also provide the worker with a copy.

Worker Name		Job Title	
Responsible Manager Name		Job Title	
Location		Date	

**SECTION 1.**  
Is the accident or incident considered serious or dangerous?

Yes  
Provide further details:

No

If Yes:  

- Proceed to Section 4.

If No:  

- Proceed to Section 2.

Responsible manager to confirm Section 2 has been checked, completed, and discussed with the worker:

**SECTION 2.**  
Are there reasonable grounds to suspect the worker contributed to the accident or incident?

Yes  
Provide further details:

No

If Yes:  

- Continue to Section 3.

If No:  

- There are no grounds to arrange a post-accident/incident D&A test.
- Proceed to Section 4.

Responsible manager to confirm Section 2 has been checked, completed, and discussed with the worker:

**SECTION 3.**  
 Line manager has concerns over worker behaviour, conduct or performance which could indicate the worker is unfit for work due



# Post-Accident/Incident D&A Test Form

## Section 4

- Select if a post-accident/incident test is required.
- If yes has been selected, provide a brief summary to evidence the decision.
- If no has been selected, a post-accident/incident test shall not be arranged.

## Completion

- Both responsible manager and worker are required to sign the completed form.
- Responsible manager is to send a copy to the worker and their employee record file.
- If a post-accident/incident test is required, the responsible manager shall contact the D&A testing service to arrange a post-accident/incident test.

Version: 1	
Date: 01 March 2025	
<p><b>Determine if there are reasonable grounds for suspicion that the worker was unfit for work due to drugs or alcohol. (select all that apply)</b></p> <p>See Appendix A for guidance on signs and symptoms of drug or alcohol misuse.</p>	<p>to drugs or alcohol.</p> <p><input type="checkbox"/> Report to the line manager of a witnessing of the worker using or supplying drugs or alcohol at work.</p> <p><input type="checkbox"/> Report to the line manager of concerning behaviour or conduct which could indicate the worker is unfit for work due to drugs or alcohol.</p> <p><input type="checkbox"/> A smell of an alcoholic drink from the worker.</p> <p><input type="checkbox"/> The worker admitted using or supplying drugs or alcohol at work.</p> <p><input type="checkbox"/> None of the above</p>
<p><b>Responsible manager to confirm Section 2 has been checked, completed, and discussed with the worker:</b></p>	<input type="checkbox"/>
<p><b>SECTION 4.</b></p> <p>Is a post-accident/incident test required?</p>	<p><input type="checkbox"/> Yes</p> <p>Provide further details:</p> <p><input type="checkbox"/> No</p>
<p><b>If yes:</b></p> <ul style="list-style-type: none"> <li>• Remove the worker from all duties.</li> <li>• Contact the D&amp;A service provider on 0800 316 0086 – PIN 1925 to arrange a post-accident/incident test or contact Route Control to arrange on behalf.</li> <li>• If the worker is working at home, agree which Network Rail location they will attend to undergo the post-incident/accident test. The responsible manager should arrange safe transport.</li> <li>• If it is necessary to suspend a worker until the test results are reported, contact HR Direct on 0800 0546 547 for guidance. If this occurs out of hours, access the HR Direct site, search for 'suspension' and follow the procedure and guidelines. At the first opportunity contact HR Direct to create a case and confirm the suspension by letter.</li> </ul> <p><b>If no:</b></p> <ul style="list-style-type: none"> <li>• There are no grounds to arrange a post/incident accident D&amp;A test.</li> <li>• The worker can return to normal duties.</li> </ul>	
<p><b>Responsible Manager signature:</b></p>	<p><b>Worker signature:</b></p>



# Change 7 – Drugs Testing Methodology

## What is the change?

- Removal of blood, hair and oral fluid testing stated as alternative methods to test for drugs. Urine sample collection remains the primary drugs testing methodology.
- Any worker who develops or has an existing medical condition which means they cannot provide a urine sample shall request that their line manager refers them to occupational health for assessment. Where a medical condition is confirmed, the occupational health service shall provide guidance on alternative testing methods.

## Why has this changed?

- Urine sample methodology is gold standard in workplace drugs testing.
- To accommodate reasonable adjustments to the drugs testing process for workers who, for medical reasons, cannot provide a urine sample.

## Who is affected by this change?

- Any worker who develops or has an existing medical condition which means they cannot provide a urine sample for drugs testing.

## Where is this change applied to the standard?

- Section 10.7





# Change 8 – Use of Prescription or Over the Counter (OTC) Medicines

## What is the change?

- All workers who are using medicines that have known side effects which have the potential to affect a worker's ability to work safely must now seek guidance from the Chemist on Call service.
- Workers shall only use prescription or over the counter (OTC) medicines where there is a legitimate medical reason for use.
- A legitimate medical reason is defined within NR/L2/OHS/00120 as:
  - *A licensed therapeutic medicine or treatment which is recognised within the [British National Formulary \(BNF\)](#).*
  - This definition includes use of licensed medicines which are prescribed 'off-label'.

## Why has this changed?

- Licensed medicines, as listed in BNF, have published evidence on safe use, including known side effects. The Chemist on Call and Occupational Health Services can provide advice and guidance on restrictions or adjustments to role, where required.

## Who is affected by this change?

- All workers and contractors who are using prescribed or OTC medicines which have known side effects that may affect their ability to work safely.

## Where is this change applied to the standard?

- Section 13



# Change 9 – Appeals against Positive Test Results

## What is the change?

- A worker or prospective worker may now appeal against their positive test result without a Sponsor's support.
- All appeals shall only be accepted if the worker, or Sponsor, can provide evidence which meets the appeal criteria listed in clause 14.1.1.

## Why has this changed?

- To permit an opportunity for:
  - prospective workers who report a positive drugs and alcohol test results following a pre-sponsorship test and who do not have a Sponsor to appeal on their behalf.
  - workers who do not have the support of their Sponsor for an appeal, but believe they can demonstrate evidence which meets the appeal criteria listed in clause 14.1.1.

## Who is affected by this change?

- Workers or prospective workers who wish to appeal against a positive drugs and alcohol test result.

## Where is this change applied to the standard?

- Section 14



# 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)



# Appendix A: Roles or Groups Eligible for Random D&A Testing

Group or Role	Description
<b>Safety Critical</b>	As determined by Railways and Other Guided Transport Systems Regulations (2006) and signified by Network Rail Health & Safety Management System
<b>Key Safety</b>	As signified by Network Rail Health & Safety Management System
<b>Personal Track Safety (PTS) holder</b>	Competence determined through Oracle and Sentinel Database
<b>Engineers</b>	All roles with engineering in the role title, including apprentices and graduates.
<b>Board</b>	All members of Network Rail Executive Leadership team
<b>Business Continuity Plan requirements</b>	The following roles are deemed critical to the delivery of Region and Function core objectives: <ul style="list-style-type: none"> <li>• Customer Services Assistant</li> <li>• National Operations Controller, Duty Controller, Manager and Support Controller</li> <li>• Shift Station Manager</li> <li>• Station Control Assistant</li> <li>• Planner</li> <li>• Payroll (all roles)</li> </ul>
<b>Network Rail Occupational Health Service*</b> *Require standalone random D&A testing programme and are not included in the national random testing programme.	<ul style="list-style-type: none"> <li>• Lead Occupational Health Nurse Advisors</li> <li>• Occupational Health Nurse Advisor</li> <li>• Occupational Health Technician</li> </ul>

Roles and groups eligible remain subject to future change.

