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DRUGS AND ALCOHOL POLICY

To comply with the requirements of the transport and works act 1992, section 37 relating to drugs and alcohol and with Railway Group Standard RIS-8070-TOM, "Drugs and Alcohol" the company have adopted the drugs and alcohol policy detailed below, which must be briefed to all company staff and Sub-contractor employed in work in the railway environment.

All relevant employees and sub-contractors shall sign a copy of this Drugs and Alcohol policy to show understanding of the requirements and to confirm compliance.

The General Requirements of the Drugs and Alcohol policy are:

- No person shall consume alcohol or take drugs whilst working.
- No person shall possess illegal drugs whilst working
- No person shall attend site if unfit through alcohol or drugs
- Where prescribed or non-prescribed medicines are used the person MUST check with the GP/Pharmacist if they could affect their ability to work safely and inform the company of the fact that they are taking medicine.
- Screening for drugs and alcohol will be carried out as detailed below.

a) For Cause

i.) Post safety critical Accident/ Incident

You may be tested in this case

ii.) Behaviour or Appearance

If the company, Network Rail or client has good reason to consider you unfit for work through drugs or alcohol you will be tested

In both cases staff or sub-contractors will be removed from Network Rail infrastructure until a Negative Result is proven.

b) Unannounced Random Drug Screening

If your work is considered to be safety critical you may be selected for unannounced testing notice. **The 20% unannounced testing will be booked in within the annual timeframe from the previous risqs audit. (within 1 year)**

The company has employed the services of a RISQS approved Medical centre to carry out all medicals, screening and testing. Employees are advised to contact us at the main office at their earliest convenience in the absence of or in conjunction with their own medical practitioner for advice, consultation or guidance.

Positive Screening Results

- Workplace or "for cause" screening
Positive results will result in temporary suspension, subject to local investigation and a prosecution may follow.
- Refusal to Undergo Screening

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A refusal to undergo screening will be treated as a positive result and lead to temporary suspension pending investigation

I confirm that I have been made aware of the company Drugs and Alcohol policy and that I will abide by the policy.



Keith Gibson
KSG Rail & Construction Ltd
Managing Director

Dated 01.05.24