



Reliable
Contractors

Drugs and
Alcohol Policy

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Reliable Contractors are committed to enforcing an effective Alcohol & Drugs Policy in accordance with the requirements of Railway Industry Standard RIS 8070 - Alcohol and Drugs (current issue), Network Rail Company Standard NR/L1/OHS/051 (current issue) - Network Rail's Alcohol & Drugs Policy, the Transport at Works Act 1992 and Railways and Other Guided Transport System (Safety) Regulations 2006 and LUL Standards S1257 Drugs and work and S1251 Alcohol and Work. We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all staff on employment/ sponsorship.

It is **a** requirement of Reliable Contractors that no employee or temporary employee **shall**:

- Report or attempt to report for duty having just consumed alcohol or being under the influence of drugs.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in possession of alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace and consume alcohol or drugs while on duty.
- Use prescribed or over the counter medicine while working on Network Rail managed Infrastructure without advising the person in charge.

Reliable Contractors **will** undertake regular alcohol and drug screening of employees under the following circumstances:

- Pre-employment (If a prospective employee refuses to consent to such an examination/screening the company has the right to immediately withdraw any offer of employment made).
- Promotion or transfer to Safety Critical activities.
- Following an incident where the use of alcohol and/or drugs may have been a factor.
- When there is cause to suspect that an employee is using or is under the influence of drugs or alcohol.

- As part of a Random screening process a minimum **20%** of Sentinel competency card holders and Safety Critical employees will be Alcohol and Drugs screened per annum.

Individuals will not be compliant with company policy if they have: -

- Have more than 13 milligrams or more of alcohol per 100 millilitres in his/ her blood or equivalent in urine or breath.
- Have tested non-negative for drugs other than declared prescribed medication which does not affect work performance.

If a test is **refused** or reveals a **non-negative** screening result of alcohol or any illegal drugs or substances, persons:

- Will be withdrawn from Network Rail Managed Infrastructure and LUL Infrastructure.
- Will not be permitted to work on Network Rail's or LUL's premises at any time in the future
- Railway and LUL Certification will be withdrawn
- Wages may be suspended, and dismissal ensue,
- Network Rail, Sentinel and LUL will be advised, previous employers and the Transport Police may be advised where applicable
- Criminal prosecution could occur.

Providing Support:

Alcohol and drug-related problems may develop for a variety of reasons and over a considerable period of time. We are committed, in so far as reasonably practicable, to treating these problems in a similar way to other health issues. We will provide support where possible with a view to a return to full duties. This may include:

- Referral to appropriate treatment providers, where necessary in conjunction with your GP.
- Time off work to attend treatment.

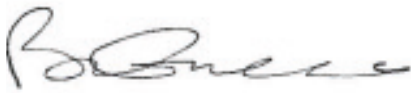
- Adjusting your duties or other support as recommended by your GP or specialist during treatment and for an agreed period thereafter, subject to operational requirements and feasibility.

If you do not finish a programme of treatment, or your recovery and return to work does not go as planned, your line manager will meet with you to decide what further action if any should be taken.

The implementation of this policy will be supported by the following:

- **Refusal to undertake Alcohol and Drugs tests will be considered a non-negative result, you will be removed from site pending further enquiries.**
- **Reliable Contractors will not tolerate any departure from these rules and will take the appropriate disciplinary action which will normally result in dismissal in the event of any infringement.**

Signed:



Brian Greene
Managing Director
Dated: 31st January 2025