

Drugs & Alcohol Policy Statement

- Any member of staff involved in safety critical work must comply with the requirements of the Health & Safety at Work Act 1992 and The Railways and Other Guided Transport Systems (Safety) Regulations 2006
- All staff on rail projects will be screened for drugs and alcohol prior to employment
- Staff will be subjected to unannounced screening carried out by Taylor Technology Systems Ltd (5% of all staff employed on rail works will be tested unannounced annually, in accordance with Company Standard NR/L1/OHS/051). In addition, if staff is involved in a safety related incident they will be subject to For Cause testing.
- Staff must not report for work, or continue with work if they are unfit to do so due to the effects of drugs or alcohol. Staff must not consume drugs or alcohol whilst on duty, during meal breaks or within eight hours prior to going to work.
- Any staff suspected of being unfit for work through the effects of drug or alcohol will be required to stop work immediately and to undergo For Cause testing. Also, if staff are involved in a safety related incident they will be subject to For Cause testing. Staff will not be allowed to undertake any further safety critical works until the results of the testing are known.
- A positive result from unannounced or 'For Cause' testing will lead to the removal of Sentinel Card, Company Rail ID Card, notification to the Sentinel and immediate suspension from safety critical work. This situation could result in dismissal.
- All staff must consent to testing if requested. Refusal to undergo screening will be treated as a positive result (see above paragraph).
- It is the responsibility of all staff to report anybody who is suspected of being, or who is, unfit to commence/continue with their work because of the effects of drugs or alcohol.
- Staff should advise their supervisor/manager if they are taking any medicine, whether prescribed or not, prior to commencing work.
- In accordance with RIS-8070-TOM a positive screening result means:
 - The presence of drugs, other than a medication which does not affect work performance.
 - More than 29 milligrams of alcohol in 100 millilitres of blood
 - More than 13 micrograms of alcohol in 100 millilitres of breath.
 - More than 39 milligrams of alcohol in 100 millilitres of urine.

Position TTSL Managing Director

Date 22nd November 2017

Information concerning health, safety and welfare along with this Statement of Intent is contained within the Employee Safety Handbook