

Business Management System

Section 1: Administration

Part 2 – Alcohol & Drugs Policy Statement

Document Record		
Rev	Changes	Date
1	Original	3 rd January 2024
2	Annual Review	5 th January 2026

Alcohol & Drugs Policy

This statement sets out the company's Policy in respect of any employee or contractor carrying out safety critical activities or Rail Sentinel card holders whose proper performance of their duties is or may be impaired as a result of drinking alcohol or taking drugs. Acts of Parliament, Regulations, Codes of Practice, Guidelines and readily available education materials to support this including:

Transport and Works Act 1992
Health and Safety at Work etc Act 1974
Road Traffic Act 1988
Misuse of Drugs Act 1971
Management of Health Safety at Work Regulations 1999
London Underground Ltd Standards
Network Rail Standards
Network Rail (Highspeed) Standards.

Provided that employees and contractors adhere to the provisions of this policy and fully co-operate with the Company's pre-employment, planned, unannounced or "for cause" alcohol and drugs screening arrangements they will normally be able to demonstrate compliance with the above statutory provisions.

Co-operate with the Company's pre-employment, planned, unannounced or "for cause" alcohol and drugs screening arrangements

Policy

This company will take all reasonable steps to ensure that employees/contractors are made aware of the contents of this statement together with relevant sections of Acts of Parliament and the implications therein. Furthermore as a reasonable employer we will have in place procedures to prevent, so far as is reasonably practicable, an offence under the above mentioned Statutory Provisions and a process to measure the effectiveness of such procedures.

It is a requirement that no employee or contractor shall:

- Report or endeavour 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 drugs or alcohol in the workplace, including locker rooms or in vehicles
- Consume alcohol or drugs whilst on duty.

Alcohol Consumption Guideline

The Statutory Guidelines enforced by the Police for the maximum amount of alcohol in the bloodstream is 80mg/100ml of blood. Certain activities undertaken by this company are classified as "Safety Critical". The level of alcohol in the blood is reduced in this instance. The allowable levels for works of this nature are:

- No more than 29 milligrams of alcohol in 100 millilitres of blood, or
- No more than 13 micrograms of alcohol in 100 millilitres of breath, or
- No more than 39 milligrams of alcohol in 100 millilitres of urine.

Prohibited drugs

Include as a minimum the following drugs or drug groups: -

- Amphetamines
- Benzodiazepines
- Cannabis
- Cocaine
- MDMA (ecstasy)
- Methadone (EDDP)
- Opiates
- Ketamine**
- Tramadol**

It should also be noted that the abuse of other legal substances such as glue or solvents is prohibited under this Policy.

In addition, many medicines obtained with or without prescription can affect performance at work and employees must not report for duty if affected by such medicines. Examples include Tranquillisers, Sleeping Pills, and Antihistamines for Hay Fever and some cough/cold remedies.

On being prescribed medicines individuals must always seek advice from their doctor as to the effect the medicine may have on their performance. In the case of non-prescribed medicines always read the instructions carefully and seek the advice of a pharmacist.

In all cases, the employee must advise their Line Manager as soon as possible any medication they have taken and/or taking.

Employees should contact their manager / HSQE Advisor in confidence if they believe they have or are developing alcohol or drugs related problems

Employees should contact their manager / HSQE Advisor in confidence if they believe a work colleague has alcohol or drugs related problems which may compromise safety.

Should an employee be found in breach of this Policy normal disciplinary procedures may result in charges of Gross Misconduct and dismissal. In the case of a "relevant person" who is found to be in breach of this Policy it should be stressed that only in exceptional circumstances will summary dismissal not be applied.

Should subcontractor personnel be found in breach of this Policy the individual will be prohibited from further work with this Company.

This Company will ensure that details of the individual and breach of this Company's Alcohol and Drugs Policy are reported immediately to Network Rail/London Underground Ltd as required by their standards and reserves the right to inform the Police of any such behaviour or of any suspicions in respect of the use or possession of illegal substances.

Any employee who has declared an alcohol or drugs dependency problem will be assisted wherever possible by this Company to address the problem. However, any such declaration will not confer immunity from disciplinary action for any breach of this Policy.

Any employee / contractor who refuses to take a drug and alcohol test, then the test will be treated as a positive result.

As a minimum, 20% of Safety Critical personnel will be randomly selected for testing within 12 months of the date of our last RISQS Audit.



James Delahunt
Managing Director

5th January 2026