

## DRUGS AND ALCOHOL POLICY

### Our policy

The Directors and management of Drivepoint Contractors Ltd. regards the health, safety and wellbeing of staff and sub-contractors an extremely important priority for the Company and are committed to achieving and maintaining a safe environment for all employees, contractors and members of the public who may be affected by the activities of the Company.

This policy applies to all staff and sub-contractors and in particular, those who have been identified as carrying out a safety critical role or who could import risk onto the Railway infrastructure. It will be applied equally and fairly without any exceptions.

This policy aims to comply with the Health and Safety at Work Act 1974, Transport and Works Act 1992, Network Rail Contract Conditions and Railway group standard GE/RT8070

### **A drug and alcohol screen will be implemented under this policy in the following circumstances:**

- a) if you are transferred or promoted to a Safety Critical post even if you already hold a Safety Critical post;
- b) if you are a new entrant to the Company who may carry out safety critical duties or whose duties may import risk onto the Railway infrastructure;
- c) following a Safety Critical Incident you may be involved in.
- d) if your Director or Supervisor has good reason to believe that you are unfit to work through alcohol and/or drugs by your appearance and behaviour.
- e) If you are selected for an unannounced screen at short notice.

### **You will be dismissed and a criminal prosecution could follow for failure to comply with the Health and Safety at Work Act and the Transport and Works Act if:**

- a) a test shows:
  - more than 29mg of alcohol per 100millilitres in blood; or
  - more than 13mg micrograms of alcohol in 100millilitres of breath; or
  - more than 39 milligrams of alcohol in 100 millilitres of urine; or
  - the presence of drugs for which there is no legitimate medical need for either their use or the quantity of their use.
- b) you report for duty unfit through alcohol & drugs.
- c) you consume alcohol or drugs on duty.
- d) you possess illegal drugs on duty.
- e) you refuse an alcohol & drugs screen.

**You may be dismissed if** you refuse or discontinue treatment for an alcohol or drug related problem.

If you have an alcohol or drug related problem, you must speak to your Supervisor or a Director and they will try to help you.

Every time that you are prescribed medicines or buy non-prescribed drugs you must check if they could affect your work. If they could affect your work you must inform your Supervisor or a Director in writing.

Be safe. You should avoid drinking any alcohol in the eight hours before you report for duty. Do not use illegal drugs or abuse substances such as glue or solvents.

This policy shall be reviewed for suitability each year in January, or as and when required.

M. R. Hawkins  
**Managing Director**