
COMPANY DRUGS AND ALCOHOL POLICY (FOR WORK ON NETWORK RAIL CONTROLLED INFRASTRUCTURE)

Employees under the influence of alcohol or drugs are a danger to themselves, to their workmates, other employees and the public.

It is a requirement of Forkers Ltd, in accordance with Network Rail Alcohol & Drugs Policy NR/L1/OHS/051, Railway Group Standard RIS-8070-TOM, Network Rail Company Standard NR/L2/OHS/00120 and the Transport & Works Act 1992, that no employee or contractor shall:

- Report or endeavour to report for duty having consumed alcohol or being under the influence of drugs.
- Report for duty in an unfit state owing to the use of alcohol or drugs, be in possession of drugs of abuse, or supplying or attempting to supply them in the workplace.
- Consume alcohol or drugs while on duty.
- Use prescribed or over the counter medication when working on Network Rail Managed Infrastructure without advising the person in charge, this may be referred via the personnel department the Company doctor for advice.

Employees will be drug and alcohol screened under the following circumstances:

- Pre-employment (unless the person already holds a D & A Certificate less than 3 months old) in compliance with NR/L2/OHS/00120 section 5.1.
- Promotion to or transfer to Safety Critical activities.
- When there is cause to suspect that an employee is under the influence of drugs or alcohol in compliance with NR/L2/OHS/00120 section 5.3.
- Following any incident where the use of alcohol and / or drugs may have been a factor in compliance with NR/L2/OHS/00120 section 5.3.
- As part of the random screening process a minimum of 20% of PTS and safety critical employees will be drugs and alcohol screened per annum in compliance with NR/L2/OHS/00120 section 5.2.
- Additionally, at the discretion of your local manager.

Arrangements for the required testing will be made by the Rail Administration Manager. Refusal to undertake drugs and alcohol tests will be considered a positive result.

Any breach of the above will be treated as a disciplinary offence, which will normally result in immediate dismissal. Sentinel will be informed by the Rail Administration Manager.

Employees are required to inform line management if they suspect a colleague of being under the influence of drugs and alcohol.

No toleration will be provided for any of the above. All employees and sub-contractors will be advised before every project commencement of the above and monitored before and during site working. Accurate and current records will be maintained for all employees.

Forkers Ltd shall confirm annually to Network Rail that random/unannounced drug testing of at least 5% of PTS and safety critical personnel has been undertaken. In addition, details of any personnel with positive test results will also be supplied.

The start and end dates of the "annual" period shall be 1st October and 30th September each year respectively (12 months between RISQS Audit).

This Policy shall be reviewed at least annually or where there is a change to legislation or Railway Standards.



D Cartwright, Construction Director
1st January 2024