DSEC
RAIL PROJECTS

ALCOHOL & DRUGS POLICY

DSEC Ltd is committed to enforcing an effective Alcohol & Drugs Policy in accordance with the requirements of Railway Industry Standard RIS-8070-TOM – Testing Railway Critical Workers for Drugs & Alcohol (current issue), Network Rail Standard NR/L2/OHS/00120 (current issue) - Network Rail's Alcohol Drugs & Substance Misuse within the workplace Policy, the Transport at Works Act 1992 and Railways and Other Guided Transport System (Safety) Regulations 2006. 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.

It is a requirement of DSEC Ltd that no employee or sub-contractor 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.
- 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.

DSEC Ltd 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 DSEC Ltd 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.
- Random screening will be undertaken of at least 20% of all employees and sponsored contractors annually (within the 12-month period of the RISQS audit) who hold a Sentinel card competency or designated as a safety critical work or key safety post (those whose work, activities and decisions can affect the health and safety of others).

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

- Refusal to undertake Alcohol and Drugs tests will be considered a positive result.
- **DSEC Ltd 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.**

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

Signed:

Name (Print): D Smalley

Position: Managing Director

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