

Policy – Rail

Title: Drugs & Alcohol

Any member of staff involved in safety critical work must comply with the requirements of the Health & Safety at Work Act 1974, the Transport and Work Act 1992, and NR/L2/OHS/00120 Drugs, Alcohol and Substance Misuse in the Workplace.

All staff on Rail projects will be screened for drugs and alcohol prior to employment (or will have a negative result available from within the past 3 months on the Sentinel database). A minimum of 20% of all staff employed on Rail works will be subject to random unannounced screening carried out by ASH Construction Group in accordance with NR/L2/OHS/00120 Drugs, Alcohol and Substance Misuse in the Workplace. Unannounced Random Drug and Alcohols tests will be undertaken between the period March to March to ensure an even spread of testing dates.

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 the 8 hours prior to going to work.

Annual Drugs and Alcohol screening is required whilst working for Transport for London (TfL) infrastructure. Whilst working for TfL, there is a requirement for a “fit for work” check to be undertaken prior to booking on duty at all times.

Any staff suspected of being unfit for work through the effects of drugs 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 For Cause testing are known.

A positive result from unannounced or For Cause testing will lead to removal of sentinel card and Company Rail ID card, notification to 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.

Prior to screening, staff should advise the screening provider of any over the counter or prescribed medicine they are taking or have taken recently (the screening provider will advise of the relevant timescales).

All staff will be providing access to professional support and guidance for employees who declare issues with drug and alcohol misuse/abuse etc to their line manager or HR.

In accordance with RIS-8070-TOM a positive screening result means: -

- The presence of drugs, other than 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.



Signed: Anthony Allday

Position: Managing Director

Date: 02/12/2025