

Drugs and Alcohol Policy

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Drugs and Alcohol Policy

tusp has a zero tolerance policy on the misuse of alcohol or drugs by all employees. tusp is fully committed to ensuring that all employees either working for or undertaking work on Network Rail Projects comply fully with the requirements of the 'Transport and Works Act'.

Anybody found to be under the influence of alcohol or drugs while at work will be subject to disciplinary action, which could result in summary dismissal.

It is the duty of the Company Director(s) to ensure the compliance and maintenance of this policy.

The Testing Programme

All employees are subject to alcohol and drug testing:

1. Alcohol and drugs testing takes place at routine and age-related medicals
2. All holders of Personal Track Safety (PTS) cards are subject to random alcohol and drug testing
3. Any employee may be required to undergo alcohol and drug testing if they are involved in a serious accident or incident at work, or appear to be unfit through alcohol or drugs
4. All employees on Network Rail Projects will be required to pass an alcohol and drugs test before they are considered for employment. Any new employees joining the Company that hold a current PTS will be required to pass a screening before they are sponsored

Testing for alcohol and drugs is undertaken by breath test and collection of a urine sample through a strict chain of custody procedure. Tests are carried out by an approved external testing supplier either on site or at external supplier clinics.

The service provides a test result within 12 or 24 hours, 7 days a week, 365 days a year.

The result will either be that the sample is "negative" or that the sample "requires further analysis". A result of "negative" allows a return to work. A result of "requires further testing" does not allow a return to work. A result of "requires further analysis" will result in the sample being subjected to further detailed analysis and a final result may not be available for up to 10 working days.

Employees who refuse to undergo such tests will be subject to disciplinary action, which can include dismissal.

Consuming alcohol and drugs can affect how your behaviour and everyday activities are performed. It affects your safety and the safety of others. The effects of drugs occur whether you take them orally, inhale or inject them. Alcohol and drugs can affect your co-ordination, reaction speed, short-term memory, decision-making and the ability to judge distance.

This policy covers over-the-counter and prescription medication as well as illegal drugs. The Supervisor/Line Manager of the employee must be informed if the individual is taking over-the-counter or prescription medication. Appropriate action can then be taken to check that the individual is safe to work and working in a safe environment.

The Alcohol Limit

The Network Rail Alcohol Limit is much lower than the drink drive limit:

England and Wales

The drink-drive limit is 80mg of alcohol per 100ml of blood

Network Rail's blood alcohol limit is 29mg per 100ml of blood

Scotland

The drink-drive limit is 50mg of alcohol per 100ml of blood

Network Rail's blood alcohol limit is 29mg per 100ml of blood

You must not:

1. Report or try to report for duty under the influence of drugs, having just consumed alcohol or be in an unfit state due to the use of alcohol or drugs
2. Be in possession of drugs or abuse drugs in the workplace
3. Consume alcohol or drugs while on duty, which includes 'on call'
4. Attend training or assessment events while under the influence of drugs or alcohol

D&A Test Results

If the drugs and alcohol test results come back positive the employee could have their PTS certificate revoked and their Sentinel card cancelled, meaning the employee will no longer be able to work on or near the line on Network Rail Projects. In addition, the employee will be subject to disciplinary procedure, which may include dismissal.

Random Drugs and Alcohol Testing

tusp are committed to ensuring our people adhere to the industry drugs and alcohol policy, we will undertake a 5% per calendar year random drugs and alcohol testing programme on our Sentinel sponsored people.

Signed:

Managing Director

Date:

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