

Drugs & Alcohol Policy



This Drugs and Alcohol Policy Statement is applicable to all personnel under Coleman Construction & Utilities Ltd control. The Business Director shall take all reasonable steps to ensure that all relevant personnel are made aware of this Policy statement.

Work Instruction CQW202 Drugs and Alcohol Management defines the process and responsibilities for ensuring compliance with Railway Group Standard GE/RT8070, Network Rail Company Standard NR/L1/OHS/051 and preventing, so far as is reasonably practicable, offences under the Transport and Works Act 1992. Control measures include:

- › Screening for drugs and alcohol prior to employment on Network Rail managed infrastructure
- › An annual, unannounced, random screening of relevant personnel to ensure that the number of relevant personnel selected and the frequency at which testing is undertaken are sufficient to meet the requirements laid out in Railway Group Standard GE/RT8070 thereby ensuring that we will monitor the results of Drugs and Alcohol testing to identify trends, patterns and changes in the level of drugs and alcohol detection. We will at least annually audit and review the effectiveness of our Drugs and Alcohol Policy and make changes if required to prevent or eliminate increases in risk resulting from the deficiencies identified by the monitoring of our policy.
- › Arrangements with a Network Rail approved provider for 'for cause' screening
- › Reporting of results to NCCA

No person under Coleman Construction & Utilities Ltd control shall:

- › Report or endeavor to report for duty whilst under the influence of drugs or alcohol.
- › Report for duty in an unfit state due to the use of alcohol or drugs.
- › Be in possession of controlled drugs in the work place.
- › Consume alcohol or drugs whilst on duty.

When being prescribed medication relevant personnel shall notify their Doctor of the nature of activities they are engaged in. They shall ensure their Supervisor / Line Manager is immediately notified of any prescribed or 'over-the-counter' medication being taken that may affect or impair their safe performance.

Personnel that believe they have drugs or alcohol related problems and pro-actively raise the issue (i.e. not after being involved in an incident or being nominated for a test) shall be provided confidential support. However, other personnel in contravention of this Policy shall be subject to appropriate disciplinary action.

Coleman Construction & Utilities Ltd will monitor the effectiveness and adequacy of this Policy at least annually.

Managing Director

DOCUMENT REFERENCE:	CQF3026	ISSUE NO:	07	ISSUE DATE:	08-09	Page 1 of 1
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