

Safety is Fuse Rail's first priority, so it is important that all employees and sub-contractors behave in a safe and responsible manner. Fuse Rail recognises that the use of alcohol or drugs by employees can introduce significant danger to the railway and the workplace.

Fuse Rail Alcohol and Drugs policy complies with the requirements of Network Rail's Drugs & alcohol procedure NR/L2/OHS/00120, RIS-8070-TOM and relevant sections of the Transport and Work Act 1992 and ROGS Regulations 2006. It is a criminal offence of being unfit through drink or drugs whilst performing safety critical roles.

Fuse Rail will take all reasonable steps to ensure that Employees and Sub-Contractors are made aware of this policy and will put in place procedures to ensure compliance with this policy, to assess its effectiveness and to prevent, in so far as it is reasonably practicable, an offence under the Act.

It is a requirement of Fuse Rail that any employee or Sub-Contractor **must not:**

- report for duty, or attempt to report for duty, having consumed alcohol within the preceding 8 hours
- report for duty, or attempt to report for duty in an unfit state due to the consumption of alcohol or use of any drug
- be in possession of, or supply any drug of abuse in the workplace or whilst on duty
- Consume any drug of abuse or alcohol in the workplace, whilst on duty.
- On approved alcohol events employees must not put the health, welfare and safety of other employees at risk by their behavior while under the influence of alcohol at a work-related event. Employees whose behavior causes, or could cause, injury to others will be subject to the organisation's disciplinary procedure up to and including dismissal.

It is a requirement of Fuse Rail that any employee or Sub-Contractor **must:**

- submit to an alcohol or drugs test if requested to do so
- declare any alcohol or drugs related problem which they have or suspect that they may be developing
- report any prescription or over-the-counter medication which may affect their ability to undertake their normal duties

Fuse Rail will not tolerate any departure from these rules and will take the appropriate disciplinary action in the event of any infringement.

A program of alcohol and drugs screening has been put in place. This includes procedures to: -

- Carry out "pre-employment" and "pre-appointment" alcohol and drugs screening
- Detect the use of alcohol or drugs by any person(s) involved in a Safety Critical Incident by way of 'for cause' screening.
- Detect the use of alcohol or drugs where an abnormality in an individual's behavior prompts managerial intervention.
- Carry out unannounced, random Drugs and Alcohol tests /screening on any Staff or sub-contractor.
- Carry out unannounced, random Drugs and Alcohol tests on a minimum of 20% of the workforce annually.

Drugs and Alcohol tests must include checks for:

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|-------------------|--------------------|
| • Alcohol | • MDMA (Ecstasy) |
| • Amphetamines | • Methodone (EDDP) |
| • Benzodiazepines | • Cocaine |
| • Cannabis | • Opiates |
| • Ketamine | • Tramadol |

This policy will be reviewed at least annually for adequacy and compliance to relevant standards.

Signed: 

Date: 16/10/23

D. Saunders, Managing Director

