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SRC Infrastructure Drugs & Alcohol Policy

SRC Infrastructure is committed to enforcing an effective Drugs and Alcohol policy in accordance with London Underground and Network Rail Drugs and Alcohol Policies, the Transport and Works Act 1992 and The Railways and Other Guided Transport Systems (Safety) Regulations 2006 (as amended in 2011). We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, subcontractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all staff on commencement of employment.

1. Requirements

It is a requirement of SRC Infrastructure that no employee or subcontractor shall:

- a) Report or attempt to report for duty having consumed any alcohol in the last eight hours and no more than 7 units in the past twenty-four hours or being under the influence of drugs.
- b) Report for duty in an unfit state due to the use of alcohol or drugs.
- c) Be in possession of alcohol or drugs in the work place, or supply or attempt to supply them in the work place.
- d) Consume drugs or alcohol while on duty.
- e) Use prescribed or over the counter medicine while working on London Underground or Network Rail controlled infrastructure without advising the person in charge.

2. Screening & Testing

SRC Infrastructure shall ensure regular drugs and alcohol screening of employees & sub-contractors under the following circumstances:

- a) Pre-employment (If a prospective employee refuses to consent to such an examination/screening SRC Infrastructure have the right to immediately withdraw any offer of employment made).
- b) Promotion or transfer to Safety Critical activities.
- c) Following an incident where the use of alcohol and/or drugs may have been a factor.
- d) When there is cause to suspect that an employee is using or is under the influence of drugs or alcohol.
- e) As part of an unannounced screening process, competency card holders and safety critical employees will be drugs and alcohol screened at random.

3. Infringements

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

- a) Refusal to undertake drugs and alcohol tests will be considered a positive result.
- b) SRC Infrastructure 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.

Signed



Ashley Butterworth
Managing Director