



## ALCOHOL AND DRUGS POLICY

ASP Limited is committed to enforcing an effective Alcohol & Drugs Policy in accordance with the requirements of Railway Group Standard GE/RT8070 - Drugs and Alcohol (current issue), Network Rail Company Standards NR/CS/OHS/051 (current issue) - Network Rail's Alcohol & Drugs Policy and the Transport at Works Act 1992. We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all staff on employment.

It is a requirement of ASP Limited that no employee or sub-contractor shall:

- Report or attempt to report for duty in an unfit state through drugs or alcohol.
- Discontinue an agreed course of treatment for a drug or alcohol related problem without good reason.
- Be in possession of alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs while on duty.
- Use prescribed or over the counter medicine while working on Network Rail Controlled Infrastructure without advising the person in charge.

All employees and contractors must undergo testing for drugs and/or alcohol when requested to do so by ASP Senior Management or its clients.

ASP Limited will undertake regular drug and alcohol screening of employees under the following circumstances:

- Pre-employment (If a prospective employee refuses to consent to such an examination/screening ASP Limited has the right to immediately withdraw any offer of employment made).
- Promotion or transfer to Safety Critical activities.
- Following an incident/accident where the use of alcohol and/or drugs may have been a factor.
- When there is cause to suspect that an employee may be using or is under the influence of drugs or alcohol.
- As part of an unannounced screening process a minimum 5% of SENTINEL competency card holders and Safety Critical employees will be alcohol and drug screened per annum.

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

- Refusal to undertake drugs and alcohol tests will be considered a positive result
- ASP Limited will not tolerate any departure from these rules and will take the appropriate disciplinary action that will normally result in dismissal in the event of any infringement.

**A Hennessey**

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**Managing Director**

**Oct 07**