

	BMS Policies	Ref:	1.2/F
	<h2>Drugs and Alcohol Policy Statement</h2>	Rev:	4
		Date:	25/08/2022
		Page:	1 of 1

At UKRL, it is our policy to comply fully with the requirements of the Transport and Works Act 1992, and with the Railway Industry Standard RIS-8070-TOM. This requires that UKRL have in place suitable controls to ensure that no person carrying out safety critical work for UKRL is in breach of the GB Rail Industry agreed prescribed limits of drugs and alcohol.

To help achieve this, we have put in place the arrangements described in our Business Management System to ensure that:

- Whilst in the UKRL workshop, on the sidings, when using the walking route to/from Leicester station, or when carrying out safety-critical work for UKRL at another site, no person shall consume alcohol or any illegal drug.
- No person shall be permitted to carry out any safety-critical work for UKRL if they arrive at any UKRL site for work (whether the depot or elsewhere) under the influence of alcohol above the prescribed limit or any illegal drugs
- Staff carrying out safety-critical work at UKRL who are taking medication (prescribed or non-prescription) which may affect their performance must inform their line manager so that appropriate controls can be put in place to mitigate the risk
- Any person carrying out safety-critical work at the UKRL site must provide a specimen of breath or urine to an approved Drugs and Alcohol screening provider (which meets the requirements of RIS-8070-TOM) should they be requested to do so
- If a person carrying out safety critical work is found in breach of the requirements of the Transport and Works Act or RIS-8070-TOM, appropriate action is taken
- A programme of regular and systematic Drugs and Alcohol monitoring and for-cause testing is in place, and the results acted upon
- New UKRL staff are tested for Drugs and Alcohol before being appointed to a post with safety-critical tasks

Where a UKRL member believes they may have developed a problem with their consumption of alcohol or illegal drugs, they are encouraged to report it proactively to their Line Manager. In such circumstances, the Line Manager will take the person off their safety-critical duties and encourage the person to contact the NHS and relevant external support groups to help address the issue.

At UKRL, we understand the importance of controlling the impact of alcohol or drugs on safety critical work. Our Board and top management are committed to making sure that our arrangements for this policy are effective, are resourced, and are fully and consistently implemented.



Alan Lee
Director



Darren Sharpe
General Manager