	<b>Drugs and Alcohol Policy</b>	Issue number:	Document Reference:
		08	OSL/POL/HSQE/002
		Issue Date: July 2017	Author: Mike Gregory

OSL Rail will ensure that its employees and contractors are made aware of the requirements of this Drugs & Alcohol Policy and will provide adequate resources to comply with the Transport and Works Act 1992, Misuse of Drugs Act, Railway Industry Standard, Testing Safety Critical Workers for Drugs & Alcohol (NR/RIS-8070-TOM) and Network Rail Company Policy NR/L1/OHS/051 & NR/L2/OHS/00120 Testing for Drugs & Alcohol.

OSL operate a zero tolerance policy on any individual being under the influence of drugs at work (other than prescribed levels of medication or over the counter medication, subject to certain safeguards).

It is a requirement of OSL Rail that no employee or contractor shall:

- Report or endeavor to report for duty under the influence of drugs, medication or having just consumed alcohol. Prescribed or over the counter medication is to be reported to the line manager prior to reporting for work, for approval from the OSL occupational health provider
- Report for duty in an unfit state due to the use of drugs or alcohol
- Be in possession of illegal drugs in the workplace
- Consume illegal drugs or alcohol whilst on duty


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

A programme of screening has been put in place to:


- Detect the use of drugs or alcohol prior to employment and appropriate appointment
- Detect the use of drugs or alcohol of existing employees and contractors using random screening
- Detect the use of drugs or alcohol by any person(s) involved in an accident, incident, near miss or close call where there are grounds to suspect that drugs and/ or alcohol could be a contributing factor
- Detect the use of drugs and/or alcohol where behavioural abnormalities prompt managerial intervention (which may include screening)

This Policy statement will be monitored for effectiveness through internal audit and be revised as necessary.

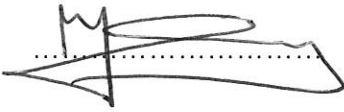
Review of this Policy will take place annually as a minimum or where instigated by changes to legislation, standards or accident incident recommendations.

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