PARARAIL
SINGLE SOURCE SOLUTIONS

# DRUGS AND ALCOHOL POLICY

**Safety is ParaRail Limited's first priority, so it is important that all Employees and Sub-Contractors behave in a safe and responsible manner. ParaRail recognises that the use of alcohol or drugs by Employees can introduce significant danger to the railway / workplace.**

ParaRail's Alcohol and Drugs policy complies with the requirements of Network Rail's Drugs and Alcohol Procedure (NR/CS/OHS/051), Group Standard GE/RT8070 and relevant sections of the Transport and Work Act 1992. **It is a criminal offence of being unfit through drink or drugs whilst performing safety critical roles.**

ParaRail 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 ParaRail Limited 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 or whilst on duty

It is a requirement of ParaRail Limited 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

**ParaRail Limited 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:-

- 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 abnormalities in an individual's behaviour prompts managerial intervention
- Carry out unannounced, random Drugs and Alcohol tests / screening on any Staff or Sub-Contractor

This policy is specifically supported by ParaRail's Safety Management Procedures PR/SP/0117 "Medical, Alcohol and Drug Screening Procedure" and PR/SP/0104 "Request 'For Cause' Screening Procedure".

ParaRail Limited will measure and assess the effect and adequacy of this policy, the monitoring process and related procedures annually.

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Anthony Saunders
*Managing Director*

Peter Garwood
*Safety, Quality and Environmental Manager*

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