

## ALCOHOL AND DRUGS AT WORK POLICY

COWI UK Ltd is a company of consulting civil and structural engineers, specialising in bridges, tunnel and marine projects. We undertake projects at our offices in Bristol, Derby, Glasgow, Hong Kong, London and York, with our business support division located in Uttoxeter. We are a subsidiary of the COWI Group.

COWI UK Ltd policy on alcohol and drugs at work is based on the requirements of Network Rail Group Standard (RIS-8070-TOM) and the Railways and Other Guided Transport Systems (Safety) Regulations 2006 made under the Transport and Works Act 1992 and the Transport and Works (Scotland) Act 2007, as these are of a higher standard than required by UK law.

This policy recognises the requirements of the law, the policies of Network Rail and those of other industry employers, especially in the areas of safety critical work. The policy applies to all works undertaken by COWI UK Ltd employees and sub-contractors, including non-railway related works.

The Transport and Works Act 1992 makes it a criminal offence for workers to be unfit through drugs and/or alcohol while working on railways, tramways and other guided transport systems.

The Road Traffic Act 1988 states that any person who, when driving or attempting to drive a motor vehicle on a road or other public place, is unfit to drive through drink or drugs shall be guilty of an offence.

It is COWI UK Ltd policy to ensure that no employee or sub-contractor attempts to report for duty under the influence of alcohol or any drug, which could impair their ability to perform their duties properly, nor consume these while on duty.

Effective monitoring is conducted to detect any breach of standards, and where any is found, to eliminate the immediate dangers and prevent any recurrences. Monitoring will include unannounced tests of 5% of PTS staff per annum, undertaking the work as detailed in current Network Rail standards documents.

This policy will comply with the requirements of Network Rail Group Standard RIS-8070-TOM and Network Rail Company Standard NR/L1/OHS/051 with regard to "For Cause" drugs and alcohol testing. "For Cause" drug and alcohol testing will be undertaken where there are reasonable grounds to suspect that the fitness of that person:

- > Has contributed to, or is likely to have contributed to the cause of an incident or accident
- > Is likely to compromise the safety of the relevant person or others.

Signed: \_\_\_\_\_



**Andrew Sloan**

Executive Director responsible for Health & Safety

**COWI UK Ltd**

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