



Safety, Technical and Engineering
The Quadrant: MK
Elder Gate
Milton Keynes
MK9 1EN

31st January 2018

Dear Principal Contractor License Holder

RE: Project Induction Drug and Alcohol testing for Network Rail employees

Network Rail's National Health, Safety and Welfare Council meeting on 20th September 2017 discussed concerns regarding induction drug and alcohol testing being conducted on Network Rail employees by Principal Contractors and the subsequent storage of these results. The Council formally agreed that Network Rail employees shall not be subjected to the requirements of drug and alcohol testing outside of Network Rail's Standards.

Network Rail's Standards titled *Drug and Alcohol Policy (NR/L1/OHS/051)* and *Testing for Drugs and Alcohol (NR/L2/OHS/00120)* set out clear requirements for workplace drug and alcohol testing, and it is expected that Principal Contractors and Sponsors working on behalf of Network Rail comply with these.

By following the above standards, testing is carried out in a manner that is private and protects the dignity of the individual providing the sample; a chain of custody process is followed and consent is obtained for the legally defensible result to be uploaded to Sentinel. Any positive/failed tests result in the individual being unable to work on Network Rail managed infrastructure for a period of five years and from holding a Sentinel card.

Network Rail employees are expected and required to be tested in accordance with the above Standards regarding workplace drug and alcohol testing. They are not required, nor should they be requested, to undertake additional testing at project induction and are able to refuse such testing, if requested by the Principal Contractor, and are able to continue working on the project. Individuals will not face disciplinary action for refusing these tests. However, should a Principal Contractor consider that one of Network Rail's employees is under the influence of drugs or alcohol then they should proceed to undertake a "for-cause" drug and alcohol test on that individual, in accordance with Network Rail's Standards.

I hope that this clarifies the situation with regards to induction drug and alcohol testing for Network Rail employees. The requirements outlined within this letter are effective immediately. Further advice or clarification may be obtained from Network Rail's health and wellness team at:
healthandwellness@networkrail.co.uk

Yours sincerely,

A handwritten signature in black ink, appearing to read "Dr Richard Peters".

Dr Richard Peters
Chief Medical Officer
Network Rail