



CP – 04 DRUGS AND ALCOHOL POLICY

This FAI Drugs and Alcohol Policy has been written in accordance with the Transport and Works Act 1992 and complies with Railway Group Standard RIS-8070-TOM and Network Rail Alcohol and Drugs Standards NR/L1/OHS/051. Compliance with the requirements of this policy, by all employees and contractors will ensure the FAI can demonstrate compliance with the Act.

FAI will take all reasonable steps to ensure that all employees and contractors are regularly briefed and made aware as to the contents of this statement, together with the relevant sections of the Transport and Works Act 1992 and any potential implications therein. FAI will have in place procedures to prevent as far as reasonably possible and practicable; an offence under the Act and a monitoring procedure will be provided to ensure regular unannounced tests are carried out. It shall be a requirement of FAI that no employee or contractor shall:

- Report or endeavour to report for duty having consumed alcohol or under the influence of drugs.
- Report for duty in an unfit state, due to the use of alcohol or drugs.
- Be in possession of illegal drugs or substances.
- Be in possession of prescription drugs without reporting and checking their use with his / her Line Manager before starting any turn of duty.
- Consume alcohol or illegal drugs whilst on duty.

FAI will not tolerate failure to adhere to these rules and will take the appropriate disciplinary action against any employee or contractor in the event of any infringement.

FAI has a policy of assistance with the rehabilitation of employees who voluntarily seek help and assistance for alcohol, prescription and illegal drug related problems. Such employees must seek help and assistance at the earliest possible opportunity. The subsequent discovery or disclosure following any testing will not be acceptable. The mandatory programme of medicals and screening has been put into place to:

- Detect the use of drugs by existing and potential employees and contractors.
- Detect the use of drugs or alcohol by any employee or contractor involved in a safety critical incident, where there are grounds to suspect that the actions of the employee or contractor have led to the incident (For Cause Testing).
- Detect the use of alcohol and/or drugs where abnormalities of behaviour have prompted management intervention and may include testing for conformation (For Cause Testing).

The Company will review and monitor the effect of this policy on a continual basis.

This Policy is freely available to any person or party via the Company's website www.fonealarm.co.uk. Persons without access to the internet may request copies in writing to the under-signed.

Signed Michael Creasey

Michael Creasey
Managing Director
Fone-Alarm Installations Ltd

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