

## Drugs and alcohol - Post incident testing

Issued to: **All Network Rail line managers, safety professionals and accredited contractors**

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Contact: [Health and Wellness Team](#)



Never work or drive while under the influence of drugs or alcohol.

## Overview - Why and when?

A number of recent investigations have raised concerns that post incident drug and alcohol testing is not always taking place when it is required.

Drugs and alcohol affect people's ability to work safely and both for-cause testing and post incident testing arrangements are in place for the safety of all. The purpose of testing is not only to identify whether the presence of alcohol or drugs in an individual has contributed to an accident or incident, but also to discount it, particularly following certain accidents or high potential incidents.

Drug and alcohol tests shall always be undertaken where there are reasonable grounds to suspect that someone is under the influence of drugs and alcohol.

This includes when there has been an accident or incident and an employee or contractor may have directly contributed to that accident or incident.

Under some circumstances it will be necessary for the person in charge of the location or another appointed person to make a judgment and establish the need to commence testing arrangements.

## Testing due to an incident

Testing shall be undertaken where an employee might have directly contributed to an accident or incident.

If an individual involved in an accident or incident is working or acting under instruction of an instructor or mentor then the person giving the instructions at the time must also be tested.

Following an incident, where the person in charge / appointed person considers that post-incident testing is not required, this must be discussed and agreed with the Duty Manager.

(Full details can be found in Network Rail standard NR/L2/OHS/00120).

The Duty Manager shall have the final decision, supported by advice from the On Call Manager if required, on whether testing is undertaken. Where it is agreed that testing shall not be undertaken a record of the justification must be made within the Control Log.

Where testing has been undertaken, individuals are to be stood down from work until the results of the test are received; unless it can be demonstrated through the investigation process that the person concerned did not contribute, either through their actions or by their omission, to the accident or incident.

Remember that support services and helplines are available for staff.