

## ALCOHOL & DRUGS POLICY

Vegetation Management Services Ltd is committed to enforcing an effective Alcohol & Drugs Policy in accordance with the requirements of Railway Group Standard RIS-8070-TOM - Alcohol and Drugs (current issue), NR/L2/OHS/00120 Drugs, alcohol and substance misuse in the workplace (The A&D programme runs from March to February) Transport at Works Act 1992 and Railways and Other Guided Transport System (Safety) Regulations 2006.

We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all staff on employment.

It is a requirement of Vegetation Management Services Ltd that no employee, sub-contractor or training candidate shall:

- Report or attempt to report for duty having just consumed alcohol or being under the influence of drugs or alcohol.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in possession of alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs while on duty.
- Use prescribed or over the counter medicine while working on Network Rail Managed Infrastructure without advising the person in charge.

Vegetation Management Services Ltd will undertake regular alcohol and drug screening of employees under the following circumstances:

- Pre-employment (If a prospective employee refuses to consent to such an examination/screening Vegetation Management Services Ltd has the right to immediately withdraw any offer of employment made).
- Promotion or transfer to Safety Critical activities.
- Following an incident where the use of alcohol and/or drugs may have been a factor.
- When there is cause to suspect that an employee is using or is under the influence of drugs or alcohol.
- As part of a Random screening process a minimum 20% of Sentinel competency card holders, safety critical and key safety employees will be Alcohol and Drugs screened per annum. The A&D programme will run from March to February
- The implementation of this policy will be supported by the following:
- Refusal to undertake Alcohol and Drugs tests will be considered a positive result.
- Vegetation Management Services Ltd **will not tolerate any departure from these rules and will take the appropriate disciplinary action which will normally result in dismissal in the event of any infringement.**

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## Vegetation Management Training (VMT) – non-rail training

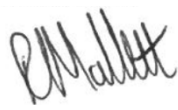
Vegetation Management Services Ltd training division, Vegetation Management Training (VMT), policy is that during training courses or assessments Learners / Instructors / Assessors, employees or any other individual involved in training or assessment delivery, must be free from the influence of both illegal drugs and alcohol to ensure the health, safety and welfare of other Learners and others with whom they come into contact with.

In addition, Learners/Instructors/Assessors, employees or any other individual involved in training or assessment delivery, need to –

- Ensure they are aware of the side effects of any prescription drugs
- Advise Vegetation Management Services Ltd and its training division, Vegetation Management Training (VMT), or the Instructor/Assessor immediately of any side effects of prescription drugs, which may affect their concentration, performance or the health, safety and welfare of themselves or others.
- For example, drowsiness.
- All Learners, Instructors/Assessors, employees or any other individual involved in training or assessment delivery will be treated consistently and fairly in line with this policy.
- The rules on alcohol and drugs will be strictly enforced.
- If a learner, Instructors/Assessors, employee or any other individual involved in training or assessment delivery is found to be under the influence of illegal drugs or alcohol before or during a course they will be asked to leave the course immediately
- Lantra will be informed of any incident relating to a Lantra training event or qualification
- All matters concerning alcohol and illegal/legal drugs shall be treated as confidential.

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.

**Name:** - Rob Mallett

**Signed:** - 

**Appointment:** - Managing Director

**Date:** 21/09/23

**Review Date:** - 21/09/24

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