

Document Reference:	GW-H&S-POL-02
Issue:	1
Date:	May 2026
Authorised by:	Rickson Chivunga, Managing Director
Review Date:	Annually or following significant change

1 POLICY STATEMENT

Greatway T&C is committed to ensuring that no employee, contractor or subcontractor undertakes any work activity and in particular any safety critical railway work while under the influence of alcohol, drugs or any substance that impairs their ability to work safely. This policy applies to all persons working under the management or control of Greatway T&C on or near the railway or in any associated activity.

2 SCOPE

This policy applies to all employees, agency workers, contractors and subcontractors engaged by Greatway T&C, including those sponsored under the Network Rail Sentinel scheme.

3 OUR COMMITMENTS

Greatway T&C commits to:

- Comply with Network Rail NR/L2/OHS/019 - Managing Drugs and Alcohol on the Railway
- Comply with the Sentinel Scheme Rules in respect of drug and alcohol testing
- Conduct pre employment drug and alcohol testing for all new starters before deployment on railway work
- Conduct for cause testing following any accident, incident or reasonable suspicion of impairment
- Use only RISQS registered providers for drug and alcohol testing
- Maintain a Fit to Work Policy and require all operatives to self declare fitness at the start of each shift
- Stand down any person who fails or refuses a test, pending investigation
- Treat matters of dependency sensitively and support employees in accessing appropriate help

4 PROHIBITED SUBSTANCES AND LIMITS

The following are prohibited:

- Alcohol - operatives must not have a breath alcohol reading exceeding 29 micrograms per 100ml of breath (in line with Network Rail standards)
- Illegal drugs - any amount
- Prescription or over the counter medication that impairs the ability to work safely - operatives must declare any such medication using the Change in Health/Medication Form before commencing work

5 TESTING ARRANGEMENTS

Greatway T&C holds a For-Cause testing contract with a RISQS registered medical provider. Testing is conducted:

- Pre-employment before any operative commences railway work
- Unannounced random testing throughout the year across the workforce
- For cause following any accident, incident, near miss or reasonable suspicion

- Post incident as required by Network Rail or the client

6 RESPONSIBILITIES

Role	Responsibility
Rickson Chivunga Managing Director	Overall accountability for alcohol and drugs compliance. Authorises this policy. Makes final decisions on disciplinary action following test failures.
Operations Manager	Day to day management of testing arrangements. Maintains records of all tests. Ensures RISQS registered testing provider is in place. Communicates policy to operatives during induction.
All Employees & Subcontractors	Must not attend work under the influence of alcohol, drugs or impairing medication. Must declare any medication that may affect performance. Must cooperate with testing. Must report concerns about colleagues.

7 DISCIPLINARY ACTION

Any operative who fails a drug or alcohol test, refuses to be tested, or is found to be under the influence at work will be immediately stood down from all safety critical duties. The matter will be investigated and may result in disciplinary action up to and including termination of employment or contract, and referral to the Sentinel scheme as required.

8 LEGAL FRAMEWORK

This policy is maintained in compliance with:

- Network Rail NR/L2/OHS/019 - Managing Drugs and Alcohol on the Railway
- Sentinel Scheme Rules
- Transport and Works Act 1992
- Misuse of Drugs Act 1971
- Health and Safety at Work etc. Act 1974

9 REVIEWS

This policy is reviewed annually and following any significant change to Network Rail standards, Sentinel Scheme Rules or relevant legislation.

Authorised by (Director)
 __Rickson Chivunga_____
 Name: Rickson Chivunga
 Role: Managing Director
 Date: __01/05/26_____