

## Drugs & Alcohol Policy

### JSPC Group LTD

---

#### 1. Policy Statement

JSPC Group LTD is committed to ensuring the health, safety, and wellbeing of all employees, contractors, and those affected by our activities. The misuse of drugs or alcohol presents a serious and unacceptable risk within the rail environment.

In alignment with **Network Rail** and **Iarnród Éireann standards**, JSPC Group LTD operates a **zero-tolerance approach** to drugs and alcohol when undertaking work on behalf of the company.

This policy supports compliance with:

- **Network Rail Standard NR/L2/OHS/001 – Safety Management System**
- **Network Rail Standard NR/L2/OHS/003 – Fatigue Risk Management**
- **Network Rail Drugs & Alcohol Policy (managed under NR/L2/ERG/001 framework)**
- **Iarnród Éireann Safety Management System (SMS)**
- **Iarnród Éireann Drugs & Alcohol Policy and Rule Book requirements**

No individual shall undertake work if unfit due to drugs, alcohol, or substance misuse.

---

#### 2. Scope

This policy applies to:

- All employees of JSPC Group LTD
  - Agency workers and labour supplied to JSPC Group LTD
  - Subcontractors and suppliers under JSPC Group LTD control
  - All locations including rail infrastructure, depots, possessions, offices, and client sites
  - All safety-critical and non-safety-critical work
- 

#### 3. Legal and Rail Industry Framework

This policy is aligned with the following legislation and rail standards:

## United Kingdom

- Health and Safety at Work etc. Act 1974
- Railway and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS)
- Working Time Regulations 1998
- **NR/L2/OHS/001 – Safety Management System**
- **NR/L2/OHS/003 – Managing Fatigue**
- Network Rail Supplier Code of Conduct

## Ireland

- Safety, Health and Welfare at Work Act 2005
- Railway Safety Act 2005
- **Iarnród Éireann Safety Management System**
- **Iarnród Éireann Drugs & Alcohol Policy**
- Iarnród Éireann Rule Book and contractor safety requirements

---

## 4. Responsibilities

### Directors and Senior Management

- Ensure effective controls are in place to manage drugs and alcohol risks
- Ensure compliance with Network Rail and Irish Rail safety standards
- Support a culture of fitness for duty and personal responsibility

### Managers and Supervisors

- Confirm fitness for duty prior to work commencing
- Remain alert to signs of impairment
- Take immediate action where concerns arise
- Ensure compliance with testing and reporting requirements in line with **NR/L2/OHS/001** and Irish Rail SMS

### Employees and Workers

- Present themselves fit for duty at all times
- Comply fully with this policy

- Declare medication that may affect performance
  - Cooperate with drugs and alcohol testing
- 

## 5. Prohibited Conduct

The following are strictly prohibited and constitute serious breaches of this policy:

- Reporting for work under the influence of drugs or alcohol
- Possession, use, supply, or distribution of illegal drugs on rail or company premises
- Misuse of prescription or over-the-counter medication
- Consumption of alcohol during working hours or while on call
- Refusal to comply with a legitimate drugs or alcohol test

These prohibitions reflect **Network Rail Life Saving Rules** and **Iarnród Éireann safety rules**.

---

## 6. Alcohol Limits

In accordance with Network Rail and Irish Rail safety-critical requirements:

- **Alcohol limit: 0.00% (zero tolerance)**

This applies to:

- All safety-critical duties
  - All work undertaken on or near rail infrastructure
  - Any activity where impairment could affect safety
- 

## 7. Drugs and Medication

### Illegal Drugs

The use, possession, or distribution of illegal drugs is strictly prohibited at all times.

### Prescription and Over-the-Counter Medication

- Any medication that may cause drowsiness, impaired judgement, or reduced alertness **must be declared**
- Medical advice must be sought where uncertainty exists

- Managers may restrict or remove individuals from duties in line with **NR/L2/OHS/001 fitness for duty principles** and Irish Rail SMS requirements
- 

## 8. Testing Arrangements

Drugs and alcohol testing will be undertaken in accordance with **Network Rail and Iarnród Éireann requirements**.

Testing may include:

- Pre-employment testing
- Random testing
- For-cause testing
- Post-incident or post-accident testing
- Client-mandated testing

Refusal to submit to testing will be treated as a **serious safety breach**.

---

## 9. Fitness for Duty

All workers must be **fit for duty** at the start of each shift.

In line with **NR/L2/OHS/003 (Fatigue Risk Management)** and Irish Rail SMS:

- Any person suspected of being unfit due to drugs, alcohol, fatigue, or medication will be removed from duty immediately
  - Further assessment, testing, and investigation will follow
  - Safety-critical work will not be permitted until fitness is confirmed
- 

## 10. Support and Rehabilitation

JSPC Group LTD recognises substance misuse as a health issue and encourages early self-declaration.

- Confidential support may be offered where individuals self-report before any incident
- Support does not override rail safety rules or client requirements
- Continued employment is subject to successful rehabilitation and compliance with safety standards

## 11. Non-Compliance and Disciplinary Action

Breaches of this policy may result in:

- Immediate removal from site
  - Disciplinary action up to and including dismissal
  - Termination of subcontractor or agency agreements
  - Withdrawal of rail competencies or access
  - Notification to Network Rail, Irish Rail, or statutory authorities
- 

## 12. Communication and Training

JSPC Group LTD will:

- Communicate this policy during induction and site briefings
  - Provide awareness training where required
  - Reinforce expectations through supervision and assurance activities
- 

## 13. Review and Continuous Improvement

This policy will be:

- Reviewed annually
  - Updated to reflect changes to **NR/L2 standards** or **Irish Rail SMS requirements**
  - Communicated to all relevant parties
- 

## 14. Approval

This policy has been approved by the Directors of JSPC Group LTD and is effective immediately.

**Signed:**

Director

**JSPC Group LTD**

Date: J. Sands