

Category 1 Standard

S1257 Drugs and Work



Please read the Written Notices
attached to this standard

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MAYOR OF LONDON

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1 Purpose

- 1.1 The purpose of this standard is to ensure that all London Underground (LU) employees and suppliers are aware that LU has a zero tolerance approach to drugs and forbids the use, possession, consumption, storage and sale of illicit drugs on the company's premises.
- 1.2 This standard has been developed to:
- a) minimise the risk of damage to passengers, staff and property;
 - b) compliance with relevant legislation;
 - c) protect LU reputation as a provider of safe public transport.

2 Scope

- 2.1 This standard applies to all LU employees and suppliers.
- 2.2 The term 'drugs' used in this standard shall be deemed to include illegal substances, prescribed and over-the-counter medications.
- 2.3 The term 'drug-related problem' used in this standard shall be deemed to include any use of drugs, or substances which in themselves are legal but may be subject to abuse such as glue or solvents, which interferes with a employee's health, safety, welfare and performance in employment.

3 Requirements

3.1 Everyone must be aware that:

- a) The consumption or use of any drugs or other medication may result in impaired judgement, co-ordination, concentration and alertness. This may adversely affect:
 - i. safety;
 - ii. their behaviour and conduct and have an adverse impact on LU's company image, reputation and customer relations;
 - iii. their productivity and performance;
 - iv. their attendance at work.
- b) The Transport and Works Act 1992 places a duty on LU to exercise 'all due diligence' to prevent employees from working whilst they are unfit for duty through alcohol and or drugs or where an individual's ability to work is impaired through the use of alcohol or drugs.
- c) Those employees who are categorised as safety critical will be guilty of a criminal offence if they are unfit to carry out their duties through alcohol and/or drugs or where an individual's ability to work is impaired through the use of alcohol or drugs. Where such breaches are deemed to be gross misconduct, disciplinary action may result in dismissal and criminal consequences may include:
 - i. fines of up to £5,000;
 - ii. and/or six months imprisonment.