



RMT GUIDANCE ON THE DRUG AND ALCOHOL PROCEDURE

Following recent abuses of the D & A procedure on the Piccadilly Line were drivers have been routinely tested following a SPAD and in one instance where a driver was tested for taking a train out of service, agreement has been reached at the Trains Functional Council on February 10th 2012. The Trains Functional Council agreed that the Piccadilly Line's instructions to test post SPAD will be withdrawn and that the normal procedures will apply.

The main procedures that all drivers should be aware of are outlined below:

FOR CAUSE TESTING

'For cause' testing is carried out when a manager has a reasonable cause to believe that an employee is under the influence of alcohol or drugs, or is unfit/impaired for duty because of alcohol or drugs use or misuse. The manager will require the employee to undergo testing for the presence of drugs and alcohol.

Where managers suspect an employee to be under the influence of alcohol they should confirm their suspicions by observations of the employee's speech, eyes, appearance, behaviour, gait, co-ordination, movements, and principally by the smell of alcohol on their breath. They should as far as practicable obtain a second opinion from another manager (if necessary asking one to attend from another location). If in doubt use the GUESS acronym used by the Police:- G - GAIT U - UNSTEADY E - EYES GLAZED S - SPEECH SLURRED S - SMELL.

MEAL BREAKS

The question of an employee's meal break becoming due during testing arises from time to time. In the case of unannounced testing, the tests can be deferred for half an hour after the meal break has been completed.

POST INCIDENT TESTING PROCEDURES

Alcohol and drug tests after dangerous incidents are part of the company's initiative to meet the 'due diligence' requirements of the Transport and Works Act 1992.

If the individual wishes to use the toilet, they should be supervised as closely as possible in the circumstances. They should be discouraged from taking any bag or other object into the toilet with them. They should be asked to empty their pockets first. (NB: any possessions not returned immediately to the individual should be listed and secured - LU will be liable should anything be lost). If the police are due to arrive shortly, any visits to the toilet should, if possible, be delayed until their arrival.

If the employee asks to do so, s/he can notify their trade union representative, solicitor and/or family... No procedures should be held up for such notification to be made and only the Trade Union Representative... should be allowed on the scene and then only as an observer.

GOING OVER YOUR BOOKING OFF TIME

If you have gone over your booking off time while waiting to be tested, you are fully entitled to go home. LU will make arrangements for you to be tested on your next working day. If for any reason management have called the police to test you, you are still entitled to go home following your booking off time. LU you have no right to unlawfully detain you. Management however, have the right to provide your personal details to the police.

IF IN ANY DOUBT ABOUT THE ABOVE CONTACT YOUR FUNCTIONAL REPS

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