

Drug and Alcohol Information for the Workplace

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Integrity Sampling

Introduction

- Integrity Sampling is one of Australia's largest drug and alcohol testing providers, annually conducting approximately 37,000 workplace tests nationally.
- We have also assisted numerous industries implement their **Fit for Work** Workplace Drug and Alcohol testing program.
- 99% of our testing nationally is made up of random, incident and causal testing using oral fluid (saliva) methodologies.
- 1% pre-employment urine, predominately for pre-employment testing.

Fact why we test

- “62 per cent of people who misuse alcohol and other drugs at harmful levels are in full-time employment, which accounts for approximately 300,000 workers in Australia”
- **57%** of those detected were part time or contract staff.
- **40%** detected for Methamphetamines use were between 35 to 55 years old.
- Many of these workers had more than 5 years service.

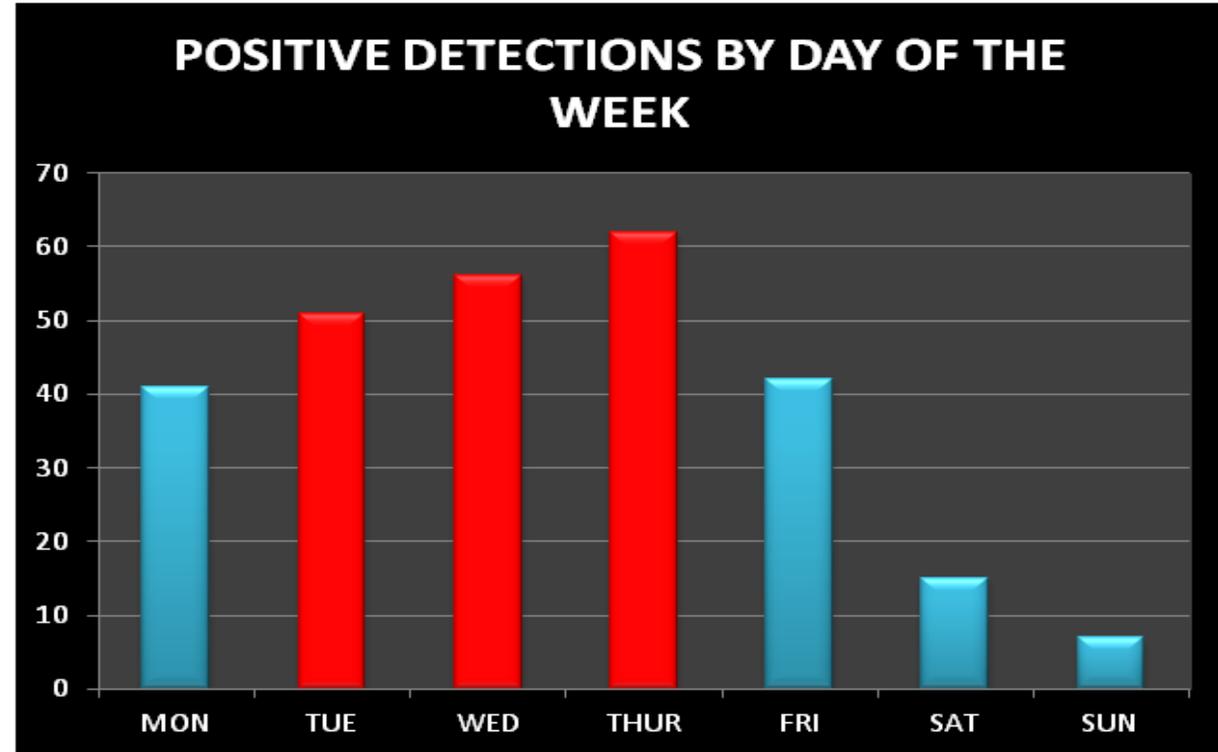
Why do we test

- Our internal statistical data for 2014 through to Dec 2015 shows an increase in the misuse of various drugs in the workplace.
- But (ICE) is a growing concern in workplaces across various industries.
- For the period commencing 2014 through to today the facts are:

Statistics

Current detections are

Transport	1/16
Manufacturing	1/23
Warehousing	1/18
Automotive	1/14
Corporate	1/35



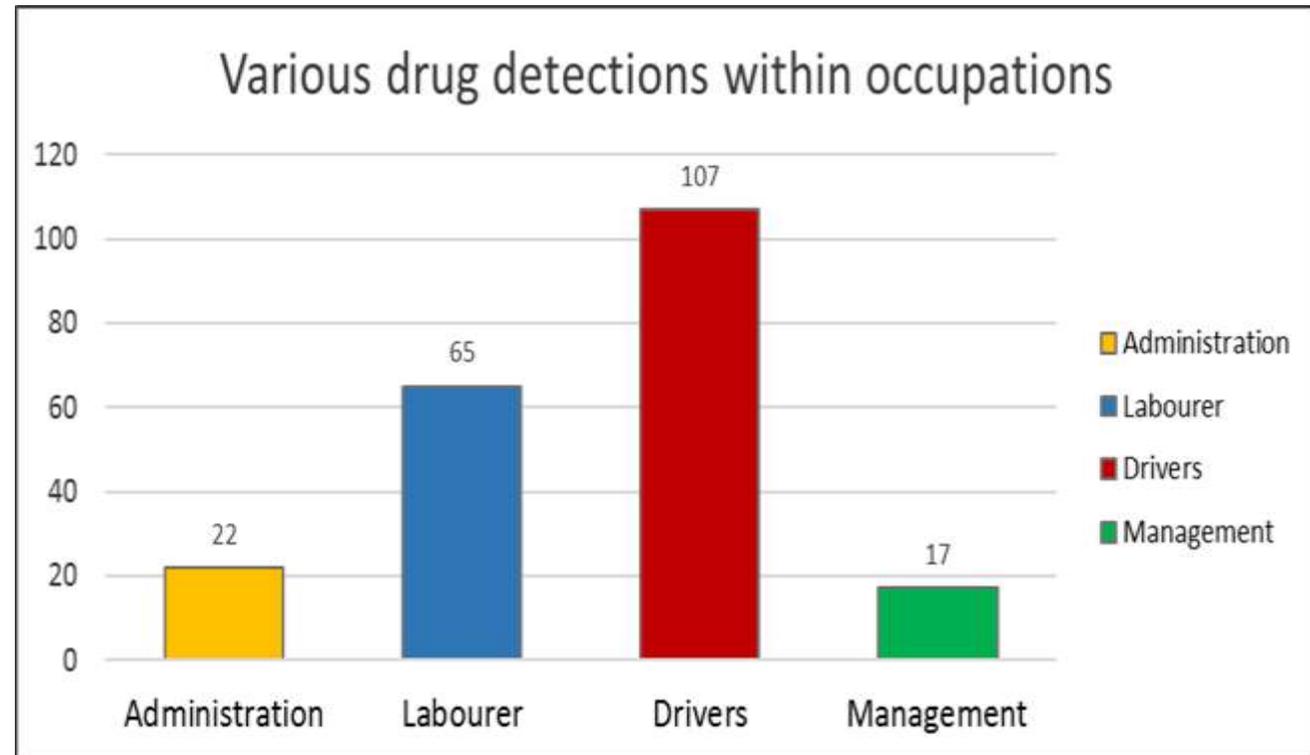
Our statistics are currently running at 1/ 20 employees tested are confirmed positive to illicit drugs in the workplace.

What has been found...

This chart demonstrates the occupation of employees detected for the various drug categories between 2015-2016.

Drug use within drivers from various industries in the workplace is clearly alarming.

Around one in 15 drivers on Victorian roads have been detected positive for illicit drugs in 2016 alone so far.



Workplace Costs

Drug related workplace accidents cost approximately \$1.3 billion - half of which is borne by employers.

\$ \$ \$ \$ \$

Alcohol and other drugs result in costs from lost productivity and absenteeism of over \$2.9 billion.

\$ \$ \$ \$ \$

Alcohol and drugs is a contributing factor in approximately 6% of work-related fatalities in Victoria alone.

Why the need for a policy

Employer's and employee's have the right to a safe workplace

- Ensuring that you have well written policies and procedures in place can protect the employer from lengthy and expensive litigations.
- A drugs and alcohol policy should clearly set out the rules and procedures for dealing with issues relating to drugs and alcohol.
- In all businesses, this will need to include details of staff training in the correct procedures for handling incidents and dealing with colleagues.
- Also part of OHS obligations to provide a safe system of work and monitor health of employees.

Implementing a drug & alcohol policy in the workplace

The following case is one that the employer should have ensured that the policy covered off on all aspects relating to drug and alcohol

Company A Case

- A chicken harvester drank several wines during the Melbourne Cup holiday, stopped drinking three hours before shift started.
- She was sacked after one of her colleagues told their supervisor that up to 60 chickens were run over or smothered because the worker was intoxicated and passed out in a truck instead of helping with the task.
- When the supervisor attended the workplace, he smelt alcohol on the worker, but didn't instruct her to leave the workplace and allowed her to finish her shift.
- Employer argued zero tolerance policy “well known”.

Findings: Fair Work Commission

FWC found the policy was unclear, and didn't have sufficient knowledge about the worker's condition to find she was intoxicated, and took no steps to assess her condition before sacking her.

When do we test

Common triggers for testing:

- Pre employment - may be conducted with pre-employment medical
- Random Selection - may also include reasonable suspicion
- Reasonable suspicion – (education may be required for managers and supervisors)
- Self-testing (alcohol only)
- Mandatory after safety incident (post incident)

What are you looking for? (History vs. Recent use)

- When deciding to implement drug testing in the workplace, carefully consider what you want to achieve.
- Oral fluid sample vs urine testing?
- Previously, employers preferred urine testing as it could identify drug use and also acts as general deterrent not so as examples of 50% fail pre employment testing.
- Privacy concerns often raised by employees and unions in opposition to urine testing.
- Oral testing is considered to be less intrusive and detect the psychoactive drugs that are present in the employee now

Advances in drug testing methodologies

Drug testing has significantly advanced from the earlier years of simply urine or blood testing.

New drug detection technologies such as Police Roadside Drug Buses, are a combination of 2 types of testing methodologies.

Firstly, using a manual device to screen 2 drug categories – THC & Amphetamine.

The second device used, is part of the Chain of Custody or confirmatory procedure. Drager Drug Test 5000

This device has the ability to detect a range of drugs within a matter of minutes with exceptional accuracy.



Advances in drug testing methodologies

Other alternative testing methods available are:

1. Hair
2. Sweat Patches
3. Nail

Each of these types of testing provide a greater window of detection and are mainly used for sporting and court order applications, due to the extensive time that drugs may be detected - anywhere between 6 to 9 months.

Although these type of testing is not practical for the workplace.



Summary

An effective Drug and Alcohol policy requires:

- Consultation with key stakeholders including management, unions and other employee representative
- Consultation during the development and implementation phases is often crucial for program credibility and acceptance.
- An effective program should include procedures for managing personnel with AOD-related problems.
- Clear guidelines for the management of intoxicated persons, information on treatment services and counselling
- Procedures, and the details of any disciplinary action that may be taken as a result of problematic AOD use will benefit supervisors and staff.

Conclusion

Drug test demonstration



Equipment in use Drager Drug Test 5000



Thank you.