

Laboratory drug and breath alcohol testing



The Health & Safety at work Act 2015 requires that employers “protect workers against harm arising from work”. An individual worker under the influence of drugs and/or alcohol may be considered a hazard. For these reasons, a workplace drug and alcohol testing policy and testing is a reasonable risk management process for employers.

OH Well provides a full range of drug & alcohol testing. All our nurses have completed the required NZQA unit standards 25458 for the collection & 25511 for onsite testing of samples. Our collection, testing and quality assurance processes are in accordance with the AS/NZ Standard 4308: 2008.

Breath alcohol testing is also carried out in accordance with AS standard 3547 -2000 (Type 2 testing device).

Drug testing can be completed using an instant approved testing kit or by sending the sample to an approved laboratory. The testing method and when testing can be completed will be determined by your workplace Drug & Alcohol Policy.

The drug test will include the 6 main drug groups Amphetamines, Benzodiazepine, Cocaine, Methamphetamine, Opiates and THC (Cannabis) . Testing can also include extended testing for synthetic cannabis and other synthetic opiates and drugs of abuse.

What to expect:

- Time required for a Drug and alcohol test is generally 15 – 20 mins.
- You will need to bring one form of Photo ID that also has your DOB recorded (normally a valid driver’s license or passport).
- You will then be required to produce a urine sample for the drug test. It is important that you drink normally before your appointment but do not over hydrate
- You will need to give informed written consent prior to this testing. You have the right to decline this testing, but it is best to discuss any concerns with your employer.
- As some over the counter and prescribed medications can affect your drug test result you will be asked what medications you have taken in the week or 2 prior to the test. This information such as medications etc. will remain confidential to you, the nurse and the testing laboratory.
- If you are taking prescribed medications, please bring in a copy of your latest prescription or the medication with you, as it easy to forget the names and doses.

Process:

Employer sends a request to OH Well to make an appointment to complete the Drug & Alcohol test.

At your appointment the collector will ask for your ID and will explain the process and informed consent is obtained.



- The collector will then record the serial number of the breathalyser and the 'days to recall' to ensure it is within calibration. A disposable mouthpiece will be placed on the breathalyser and you will be asked to blow steadily until a beeping noise indicates to stop. The result of your breath test will immediately come up on the screen. The breath alcohol level is generally the same as LTSA 250 ug/L but some workplaces have a lower level of 100ug/L. If your result is above the determined level, you will be asked to repeat the test 15 mins later with a different mouthpiece. The second result is also recorded, and this will be the final result.
- The nurse will commence filling in the drug test chain of custody form, with your name, date and will apply unique laboratory ID barcodes.
- You will be asked to empty your pockets and remove any outer clothing such as jackets / hoodies and to remove hats/ caps. You will then be asked to pat yourself down so that the nurse can be sure that nothing is taken with you into the toilet area (this is a requirement of all drug testing collection procedures so please do not be offended).
- You will then be taken to a private toilet area. You will be asked to wash your hands with water only and dry them. The nurse will then hand you the specimen pottle. You will need to keep your fingers on the outside of the pottle. The door is closed but the nurse will remain outside of the door.
- You will be asked to provide enough (approx. ½ fill) urine sample to ensure that the temperature strip is activated and that there is enough sample for the testing tubes. You can empty the remainder of your bladder directly into the toilet, but you will be told NOT to FLUSH afterwards and to put the specimen on the cistern of the toilet and come outside.
- The nurse will pick up the sample and flush the toilet after inspecting that nothing has been discarded. You will return to the testing office with the nurse and sample. The nurse will immediately record the time of specimen and view the temperature testing strip to verify that it is at body temperature. If temperature is valid (33- 37deg) the nurse will then check the PH, Spec Gravity & Creatinine level of the sample to ensure it is not too dilute. If a sample is too dilute a second sample will need to be taken (approx. 20- 30 mins) later.
- The sample cannot be tested if it is too dilute.
- If both pass the nurse will document on the chain of custody form and then the nurse will label the laboratory testing tubes with your name / date / time & barcodes.
- The specimen tubes (3) are then filled with urine sample and have a signed security label added over the top and then placed into the plastic specimen bag. The chain of custody form is completed with a declaration from the employee and then a verification from the collector and this is placed in the plastic bag as well.
- You will be given a copy of the chain of custody form.
- Finally, the plastic bag is sealed and placed into the cardboard testing box which is sealed by the collector.
- The sample is placed in the fridge and will be collected by the laboratory. You are given a copy of the chain of custody form and be free to leave.
- The results of your test can take 24 to 48 hours. If the results show nothing detected, then a report with a pass result is sent to the nominated person for the employer.
- If the results show the presence of a drug over the cut off levels, the report will be forwarded to an independent medical (Dr) review officer (MRO). They will contact you to discuss the result and reasons for this. The MRO will issue a report to the employer as a pass or Fail dependent on each circumstance e.g., due to prescribed medications which will not cause impairment or failed.

