



Australian Testing Services

Registered Training Organisation #21642



Fit For Work



Independent Workplace Alcohol & Other Drugs Management Solutions & Diagnostics

It is a legal obligation under **Occupational Health and Safety Acts**, of all States & Territories & equivalent Regulations & Legislation (i.e. common law duty), that all employers take reasonable care to provide a safe working environment for employees & visitors to their workplace. As part of this responsibility, the practice of detection & management of the risks associated with misuse of drugs & alcohol amongst employees & contractors is increasing in Australian workplaces.

We Provide a full service including:

- ⇒ **On Site Screening/Testing for Alcohol & Drugs. Random, for cause or incident.**
- ⇒ **Pre-Employment Testing.**
- ⇒ **Follow up Testing.**
- ⇒ **Alcohol & Other Drugs Educational Programs.**
- ⇒ **Alcohol & Other Drugs Policy Development & Assistance EAP.**
- ⇒ **Prepare/Issue samples for Laboratory Confirmation.**
- ⇒ **Call Out Testing 24hr/7 Days a Week.**



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How can a drug & alcohol management program help my business?

Employers that have implemented a drug & alcohol management program (**DAMP**) report increased productivity & staff moral, a decrease in absentees, accidents, down-time, staff turnover, theft, stress & reduced costs of ongoing medical expenses, replacement staff, workers compensation liabilities & insurance premiums.

Alcohol & Other Drug screening is a method of identifying employees at risk of being impaired & are not fit for work. It can also be used as a deterrent to employees, as it creates a clear message that drug & alcohol abuse is unacceptable to any organisation.

We must remember though, drug & alcohol screening isn't just about catching people out. If you have employees that test positive they are a safety risk. They may need help & assistance in a number of ways.

The benefits of alcohol & other drugs testing = cost savings

72% of adult illicit drug users & 90% of alcoholics are employed

- ⇒ **Increased Costs to Employers:** On average, \$7,000 to \$25,000 per abuser.
- ⇒ **Higher Workers Compensation Costs:** 38% to 50% of workers compensation cases are linked to substance abuse (*National Council on Compensation Insurance*).
- ⇒ **Higher Medical Costs:** Substance abusers are 3 times more likely to use sick leave & 2.5 times more absences.
- ⇒ **Higher Turnover & Absenteeism:** A worker under the influence is 3 times more likely to be late to work & have changed employers more than 3 times in the last year.
- ⇒ **Lost Productivity:** Substance abusers are 33% less productive than their non-abusing co-workers.
- ⇒ **More Workplace Accidents & Fatalities:** 40% of industrial fatalities are associated with alcohol abuse. Drug users are 3.5 times more likely to be involved in workplace accidents (*Occupational Medicine*).
- ⇒ **More Workplace Thefts & Violence:** 80% of drug abusers steal from their employer to support their drug use & substance abuse is the 3rd leading cause of workplace violence.

*As an Employer it is your "duty of care" to provide a safe working environment for all employees, contractors & visitors. Implementation of a structured Drug and Alcohol Management Program (**DAMP**) assists with this requirement & responsibility.*



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Alcohol Screening/Testing BAC

Australian Testing Services conducts workplace BAC using the latest Flow Control Technology supplied by Alcolimit, approved to **Australian Standard 3547 (AS3547)**.

All businesses involved in high risk & or heavy machinery/equipment operation require “zero tolerance” to the consumption of alcohol whilst in the workplace, however acceptable limits may vary according to the nature of the business.

AlcoLimit Breathalysers Protector Series is **AS3547** approved & designed for professional use. Compact design & lightweight construction make the Protector completely portable & easy to use in any location. The latest fuel cell technology enables rapid testing in all weather conditions. Data is downloaded to PC for record keeping & if necessary generation of a test report. Full **current calibration** certificate is supplied by our Technicians.



Other Drugs Screening & Testing

Australian Testing Services using the latest range of onsite Diagnostic Products offer two methods of screening: **Urine** & or **Saliva**. The testing will screen for abuse in **Illicit, Prescription & Over the Counter** Medication. The cut off levels for detection are in line with & meet the **AS 4760** & **AS/NZ 4308** Immunoassay Limits. All screening/testing procedures meet the above **Australian Standards**.

Both Urine & Saliva testing will give a result within ten minutes. Positive results are sent to Australian Standards certified Laboratory for confirmation of results.



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Other Drugs Screening & Testing

PLEASE NOTE:

Although Australian Testing Services offer both Urine & Saliva testing for illicit drugs, we **RECOMMEND saliva** testing. This is for the following reasons:

- ⇒ **Less Intrusive:** Many people feel awkward & perhaps embarrassed supplying a urine sample.
- ⇒ **Accurate “Current State”:** Saliva testing indicates if a person has a “current” impairment due to drugs. Urine samples give indication of “Historical” use of drugs. In other words, a person could fail a urine test & yet still be fit for work at the time of the test.
- ⇒ **Right to Privacy:** As urine samples indicate historical use, this may indicate drug usage up to 6 weeks old. **Saliva** testing only gives indication of **recent** drug use. Industrial Relations proceedings have indicated an employer should only test for “current impairment”.
- ⇒ **Fairness:** This argument says that an employee has the right to enjoy their weekend or leave in whichever way they see fit as long as they are **Fit for Work** when they start shift. This is viewed as a fair method of testing.
- ⇒ **Easy:** Saliva tests are non invasive, simple & easy. They are also “cheat” proof as sample is taken in front of technician.

What we are screening for?

What are the cut off Levels?

	<i>AS/NZS 4308-2008 Urine</i>	<i>AS 4760-2006 Saliva</i>
AMP (Amphetamine)	300 ug/lm	50 ng/ml
MET (Methamphetamine)	-	50 ng/ml
COC (Cocaine)	300 ug/lm	50 ng/ml
OPI (Opiates)	300 ug/ml	50 ng/ml
BZO (Benzodiazepines)	200ug/ml	-
THC (Marijuana)	50 ug/lm	25 ng/ml



Prescription & over the counter drugs

The above tests can also indicate the over use of some prescribed drugs such as: Pain Relievers, Tranquilizers, Stimulants & Sedatives.

Urine Testing

Integrity of the urine sample is maintained via the temperature test strip & adulterant check. Adulterant tests will confirm that the urine sample is “normal” & has not been diluted or contains drug masking agents.

Clear Rapid Results

Results are colour-coded, clear, easy to read & appear in 5 minutes.



Saliva Testing

Market Leading one-step drug of abuse test. Simultaneously tests for 5 drugs in one easy to use device. The testing process is conducted by an Accredited Authorised Technician (collector) using the Onsite Oral 5 mouth swab to collect a saliva sample that is analysed on the spot.



- ⇒ Results in 5 Minutes.
- ⇒ Simple easy collection process.
- ⇒ No handling of saliva.
- ⇒ Pleasant tasting saliva pad.



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Drug and Alcohol Management

Australian Testing Services can assist you in your drug & alcohol management:

- ⇒ All our Technicians are “Certified Drug Testing Officers”. Qualified in *HLTPAT304B– Collect Pathology Specimens Other than Blood*. Female Technicians are available.
- ⇒ Laboratories used to confirm positive results are certified to Australian Standards.
- ⇒ We are cost effective. Our prices would be below any system you may have previously used or considered using.
- ⇒ We have Technicians in various locations. This means we can offer quick effective service.

Contact Us

Australian Testing Services

- ⇒ Ph: 03 55235491
- ⇒ Fax: 03 55232013
- ⇒ Email: admin@australiantestingservices.com.au

53 Percy st Portland Vic 3305

www.australiantestingservices.com.au

