

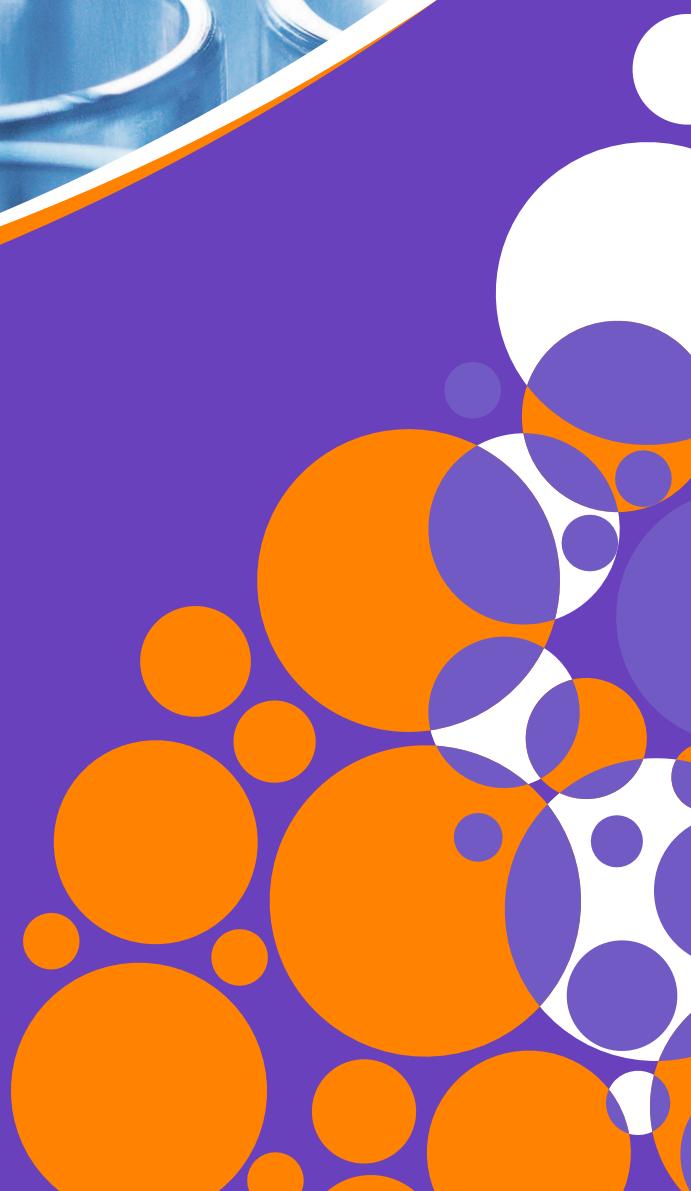
# *Drug & Alcohol Testing*



Health & Wellbeing  
In Your Workplace

AUSTRALIAN  
**Clinicalabs**

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# *Drug & Alcohol Testing*

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**Drug and alcohol misuse is estimated to cost Australian businesses billions of dollars annually and increases the risk of accidents and incidents in the workplace.**

Through workplace health and safety legislation, employers have a responsibility to:

- Provide a healthy and safe working environment
- Identify and manage hazards in the workplace

**Employers can be proactive by undertaking the detection and management of the risks associated with misuse of recreational drugs and alcohol amongst employees and contractors. Clinical Labs works in cooperation with occupational health physicians, unions and employees by providing this service in a sensitive and professional manner.**

**Clinical Labs offers a comprehensive drug and alcohol testing service and in all states and territories (with the exception of Queensland and Tasmania) provides accredited staff on-site drug collection and laboratory screening and confirmation testing.**

## *Benefits Of On-site Testing*

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On-site testing is a time-saving and efficient method of testing. Your employees are not required to travel to a testing centre, or wait in queues and waiting rooms. Importantly, on-site testing allows earlier detection of affected employees thereby reducing the risk to other employees and the workplace.



# Urine Or Saliva Testing

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The benefits of the use of urine or saliva (oral fluid) screening devices are indicated in the table below:

Issue	Urine	Saliva
Price	Urine testing is still the most cost-effective way to test in the workplace for drugs of abuse	Saliva testing is still generally more expensive per test than urine testing
Drugs Detected	Cannabis, amphetamines, methamphetamines, benzodiazepines, cocaine, opiates	Cannabis, amphetamines, methamphetamines, cocaine, opiates
Detection Time Frames	1-2 days can generally detect drugs taken > 24 hrs ago	Can generally detect drugs taken < 24 hrs ago
Results Time Frame	Provides a result within 5-10 minutes	Provides a result in 5-15 minutes
Accuracy	Clinical Labs supplies and uses AS/NZS 4308, 2008 compliant urine testing kits	Clinical Labs supplies devices accredited to AS 4760*
Confirmations	The sample can be sent to one of many accredited toxicology laboratories. Clinical Labs owns and operates laboratories to this standard	Only a limited number of laboratories in Australia offer oral fluid confirmation analyses
Ease of Sample Collection	Some people find this method intrusive and embarrassing. Samples are not witnessed during an AS 4308 collection	Samples are easily collected. Sample kits may leave an unpleasant taste and can take up to 20 minutes
Australian Standard	AS/NZS 4308, 2008. This standard has been tested rigorously in court	*AS 4760. This standard has not been legally tested
Ease of Use	Easy to use and read	Easy to use and read
Adulteration Possibility	If collection is performed according to AS/NZS 4308, 2008, or if the collection is supervised, there should be very little opportunity for sample adulteration	There is very little chance of sample adulteration during saliva collection due to the tests being 100% observable

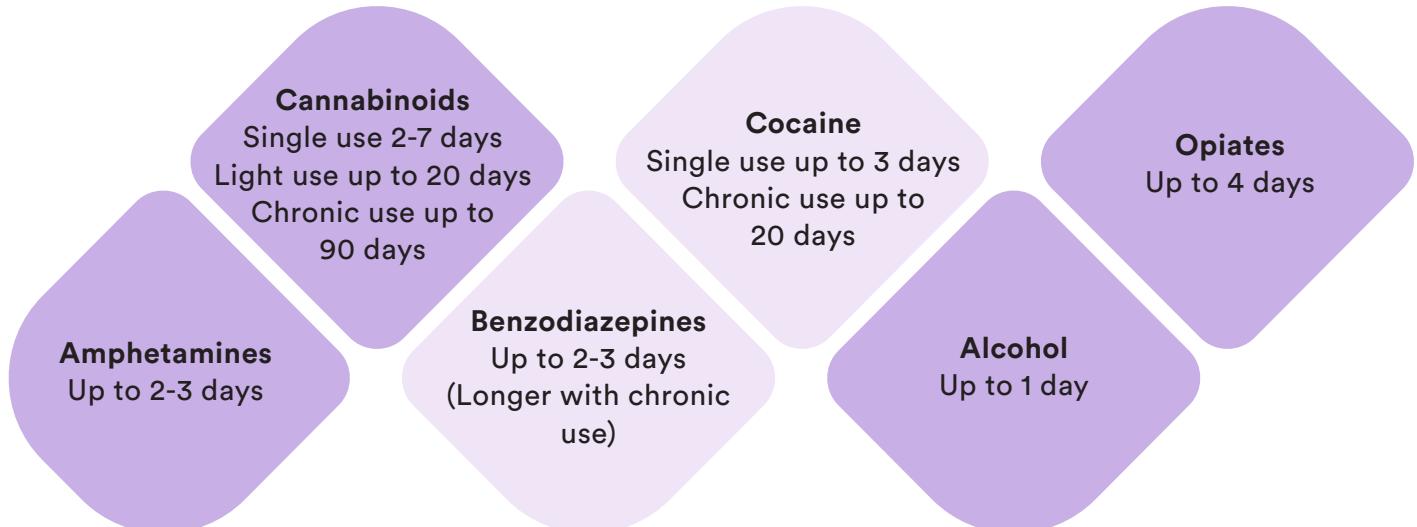
# *Specific Drug & Alcohol Testing Services*

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- Point of Care (POC) testing devices (urine & saliva) for on-the-spot drug testing
- Tamper evident Urine Collection Kits
- Alcohol testing and breath alcohol, AS3547: 1997 accredited equipment
- Laboratory screening and confirmation of the five drug classes included in AS/NZS 4308, 2008
  - Cannabinoids (i.e. marijuana)
  - Amphetamine substances (e.g. speed, ecstasy)
  - Benzodiazepines (valium etc.)
  - Cocaine
  - Opiates (e.g. heroin, morphine)
- Testing for other drugs upon request (e.g. barbiturates, methadone)
- On-site drug testing services, devices and adulteration detection devices
- Audit of work site focusing on collection facilities to ensure it meets AS/NZS 4308, 2008 requirements
- Specimen collection arrangements to suit individual company needs
- The use of selected Clinical Labs collection centres
- Expert specialist and medical advice
- Expert advice and support in the case of a legal challenge

## *Drug Detection Limits*

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# *Why Conduct Drug & Alcohol Testing?*

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## **Improve Workplace Safety**

- Fewer accidents and disciplinary actions
- Improved employee morale due to a better and safer workplace
- Assist employees to overcome or modify their patterns of use of such substances

## **Improve Productivity**

- Reduction in absenteeism
- Earlier detection and resolution of problems affecting job performance

## **Cost Saving**

- Reduction in product/service defects
- Reduction in health, property and liability insurance costs
- Reduction in workers' compensation claims
- Decreased costs in hiring and training of new employees

# *Clinical Labs Commercial Pathology*

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- Fully accredited (AS/NZS 4308:2008) collection staff for on-site collection and laboratory based testing
- Collection, labelling and transport of samples are carried out according to strict Chain of Custody protocols in line with National Association of Testing Authorities (NATA) guidelines for AS/NZ 4308, 2008
- Provision for pre-employment drug and alcohol testing as well as comprehensive, random, for cause, post incident and return to work testing
- Fully accredited AS/NZS 4308, 2008 accredited laboratories for screening and confirmation utilising mass spectrometry (MS)
- Staff training to AS/NZS 4308, 2008 and AS 4760:2006
- On-site and laboratory adulteration testing
- Education and advice on policy development and implementation

# Drug Groups & Common Names

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Drug Group	Drug	Availability	Common Name
Opiates	Codeine Oxycodine Pholcodine Hydrocodone Morphine Heroin	Over the counter Prescription Prescription Illicit	Horse, Gear, Smack
Amphetamine Type Substances	Pseudoephedrine Dexamphetamine Methamphetamine MDMA Phentermine Amphetamine	Over the counter Prescription Illicit Illicit Prescription Illicit	Sudafed Dexxy Speed Ecstasy, Ecksy Duramine Speed, Goey
Cannabis Metabolites	11 nor delta 9 Tetrahydrocannabinol 9 Carboxylic Acid	Street	Marijuana Mary-Jane, Pot Hash, Grass
Benzodiazepines	Nitrazepam Temazepam Diazepam Oxazepam	Prescription Prescription Prescription Prescription	Mogadon Normison Valium Serapax
Cocaine Metabolites	Benzoylecgonine Ecgonine methyl ester	Illicit	Coke, Snow, Crack

**The presence of a positive result when on-site or immunoassay is conducted, should always be interpreted as being presumptive only (non negative).**

Whilst the technique is considered highly specific, relative to other screening methods, it is not infallible, as a number of substances other than those of interest may produce an initial presumptive positive result. Due to the presumptive nature, confirmation of the result by GC/MS or LC/MS, identification of the individual substance and quantity of the level present is highly recommended and is in fact mandatory (AS4308 requirement) if the result is legally challenged.



# On-site Drug & Alcohol Testing Devices

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In addition to supplying staff for on-site sample collection, Australian Clinical Labs can supply Point of Care (POC) devices for on-the-spot drug and alcohol testing. These kits can test for a wide range of drugs of abuse and are designed for urine-based drug testing.

It is possible that some medications may lead to false positive results in the initial screening test. Staff who are required to undergo urine drug testing should be asked to list all prescription and non-prescription medicines and supplements they may be taking.

**Sample adulteration:** adulteration is the intentional manipulation of a specimen in an attempt to alter the test result.

A specimen is generally considered adulterated if it contains either a substance that is not a normal constituent of the specimen or contains a substance, which is normally found in the sample but is present at non-physiological concentrations.

In accordance with the Australian Standard, all samples have a Creatine measurement and temperature check conducted at time of collection to minimise the possibility of adulteration.

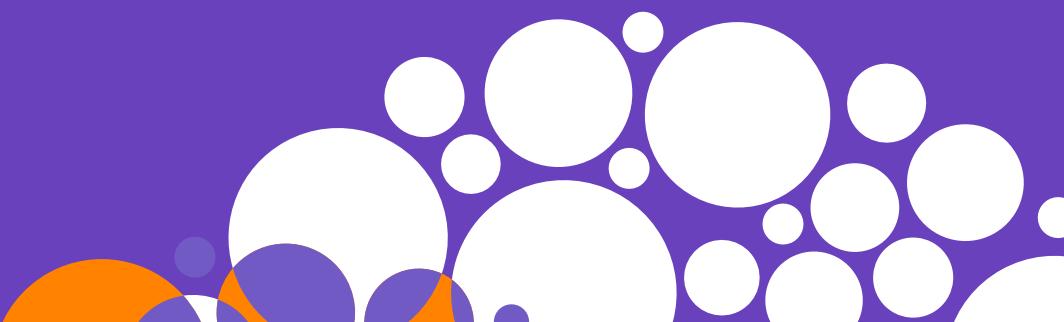
## The Impact Of Drugs In The Workplace

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- Alcohol and other drugs cost Australian workplaces an estimated \$6 billion per year in lost productivity<sup>(1)</sup>
- Alcohol and other drugs can affect workplace productivity in a number of ways including; increased absenteeism, lateness, staff turnover, accidents, increased workers compensation premiums and reduced performance<sup>(2)</sup>
- Around a third of Australian workers have experienced negative effects from their co-workers' alcohol drinking, with 3.5% of workers reporting having to work extra hours to cover for others.<sup>(3)</sup> The total annual cost to the Australian economy of this extra work is estimated to be \$453 million<sup>(3)</sup>
- Nearly half the workforce (47.8%) drink at levels associated with risk of harm at least occasionally and 11% do so frequently (at least weekly)<sup>(4)</sup>
- It is estimated that alcohol and other drugs are contributing factors in at least 5% of work-related fatalities<sup>(5)</sup>

### References:

- <sup>(1)</sup> Manning, M., Smith, C., & Mazerolle, P. (2013). The societal costs of alcohol misuse in Australia. Canberra: Australian Institute of Criminology
- <sup>(2)</sup> Phillips, M. (2001). Designing and Implementing Effective Occupational Health and Safety Initiatives in Drugs and Work: Responding to Alcohol and Other Drug Problems in Australian Workplaces. In S. Allsop, M. Phillips, & C. Calogero, Drugs and Work: Responding to Alcohol and Other Drug Problems in Australian Workplaces (pp. 138-144). Melbourne: IP Communications
- <sup>(3)</sup> Dale, C. & Livingston, M. (2010) The burden of alcohol drinking on co-workers in the Australian workplace, Medical Journal of Australia, 193 (3), 138-140.
- <sup>(4)</sup> Pidd, K. Shtangey, V. & Roche, A. (2009) Alcohol use in the Australian workforce: Prevalence patterns and implications. Findings from a secondary analysis of 2004 NDSHS data. Adelaide: National Centre for Education and training on Addiction, Flinders University
- <sup>(5)</sup> Breugam L, Barnett L, Cormack S, O'Keefe V & Bowshall M 2006 Impact of alcohol & other drugs in the workplace: Final project report 2006, Adelaide: SafeWork SA



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