



Commercial Pathology



Health & Wellbeing In Your Workplace
13LABS (135227)

Who Are Clinical Labs?

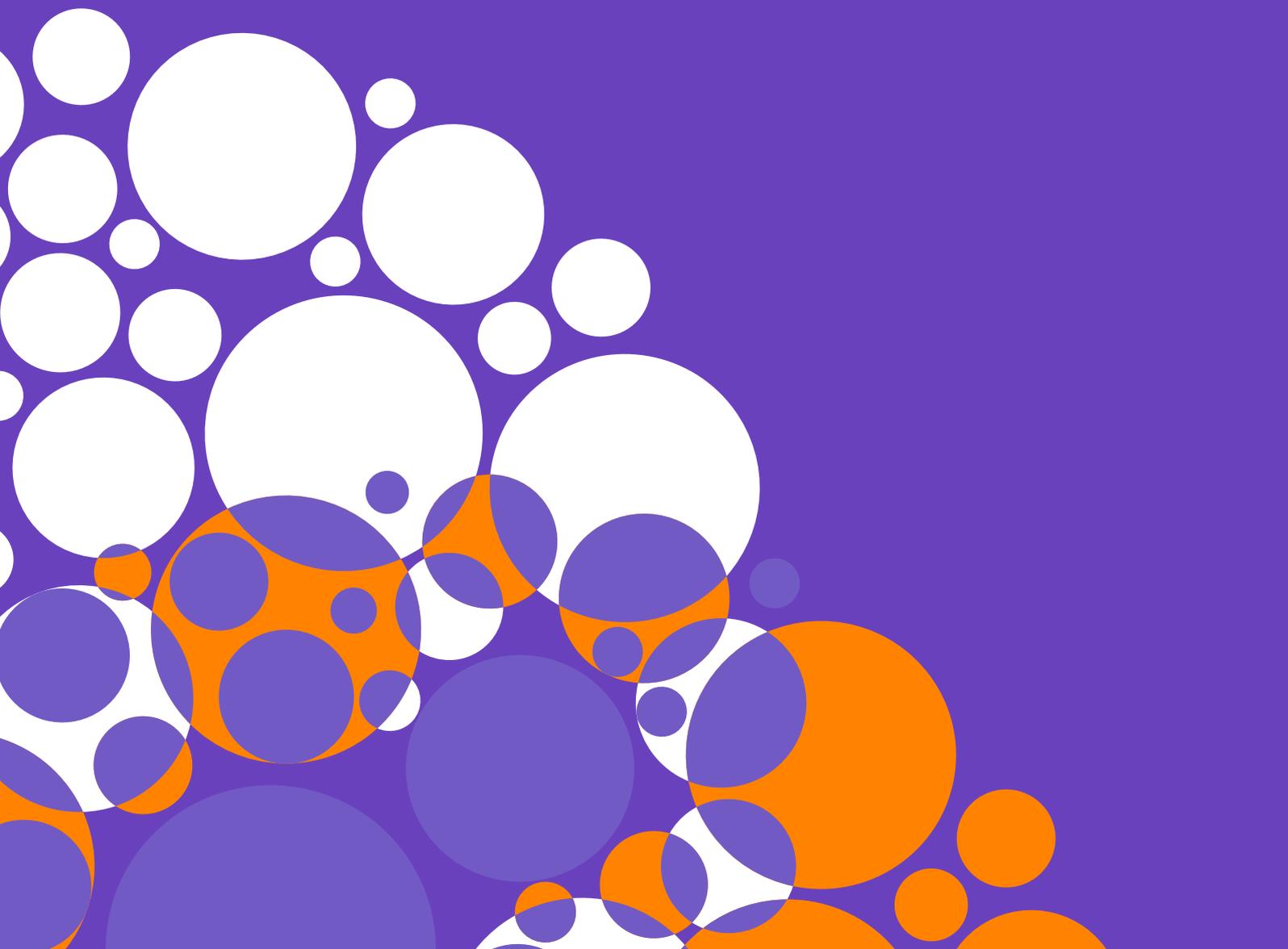
Clinical Labs are one of Australia's largest and longest-established pathology service providers.

With close to 90 laboratories and almost 1,000 patient centres across Australia, we process more than three million tests every year.

Clinical Labs is accredited to the highest standards by the National Association of Testing Authorities (NATA) and the Royal College of Pathologists of Australasia (RCPA) and is a leader in science and technology.

Clinical Labs provides a comprehensive range of commercial pathology services to a wide range of other organisations and industries including companies, occupational health and safety providers, consultants and government bodies.

We value our long-term relationships and aim to provide you with unequalled service, every time.



Commercial Pathology Services

- Drug and Alcohol Testing
- Employee Health Screens
- Pre-employment Screening
- Biological Monitoring
- Insurance/Superannuation Related Testing
- Environmental Water Testing

Sample Collection

Sample collections can be carried out at your place of work or at any of our extensive network of collection centres.

Opening hours vary but are generally from 7:00am to 4:00pm Monday to Friday with some centres open Saturdays. Arrangements can be made for collections outside hours or weekends.

Please refer to www.clinicallabs.com.au/location for opening and closing times.





Drug & Alcohol Testing

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.

In cooperation with occupational health physicians, unions and employees, Clinical Labs works to provide this service in a sensitive and professional manner.

Employee drug testing is increasingly being carried out by organisations because they recognise that the use of alcohol and other recreational drugs can present a hazard in the workplace. Drug testing may also be useful in pre-employment assessment.

Services available include:

- On-site workplace collections
- Pre-printed customised request forms
- Specialist medical advice
- Assistance in formulating your company's Drug and Alcohol Policy

Identifying Potential Risk Behaviours

The types of behaviours that may lead an employer to suspect drug and alcohol misuse include:

- Frequent sick leave especially one to two days following a weekend
- Frequent workplace accidents and incidents
- Theft
- Frequent requests for pay advances
- Behavioural changes
- Frequent, longer or unexplained breaks during work
- Presence of drug taking paraphernalia in the workplace

Identifying these behaviours and creating a shift in workplace culture with respect to fitness for work, is an important part of an employer's duty of care for a safe workplace environment.



Urine Drug Testing

Drugs are concentrated and excreted in urine. Testing involves techniques for detecting drugs in a sample of urine. The collection of the sample and the subsequent laboratory testing is carried out in accordance with AS/NZ 4308:2008.

The following drugs may be tested for:

- Cannabinoids (e.g. marijuana)
- Amphetamine Type Substances (e.g. speed, ecstasy)
- Benzodiazepines (e.g. valium)
- Cocaine
- Opiates (e.g. heroin, morphine)

In addition to the five main drug classes, alcohol (Ethanol), methadone metabolite, and barbiturates may also be tested upon request.

Urine Collection

- Supervised or witnessed (according to your company's OH&S protocol)
- Collection, labelling and transport of the sample 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
- Chain of Custody documentation and procedures are designed to protect sample integrity and avoid sample tampering and claims of misidentification

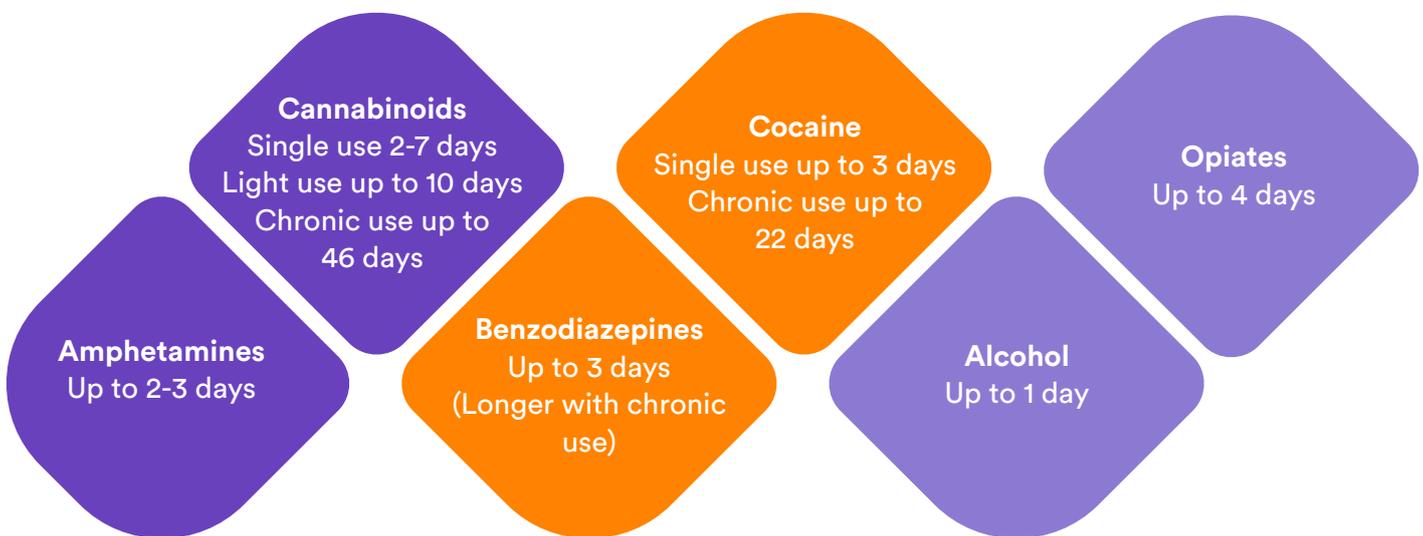


On-Site Collection Devices

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.

Drug Detection Limits



Note: This is a guide only. Duration of the detectability is highly variable.

Drug Screening & Confirmation

In accordance with the Australian Standard, the initial laboratory test is a 'screening test'. Clinical Labs uses the EMIT II Plus technique. The EMIT II Plus Enzyme Immunoassay procedure covers the five main drug classes. This process has been found to have an accuracy rate of 97-99%.

Any screening test can give a false positive result on occasion and it is mandatory that all non-negative results be confirmed using a confirmatory mass spectrometry (MS) test, which will identify and confirm each drug present in the sample.

Drug screening rechecks can be requested without charge, on the original sample.



Employee Health Screens

Many companies require prospective employees to undergo screening tests prior to commencing work. Tests can screen for a range of conditions and may include any of the following:

- Drugs of abuse
- Active immunity to infectious diseases (eg. Hepatitis A or B, Q-Fever)
- Biological monitoring for dangerous compounds found in certain workplace environments
- General markers to indicate good health, such as cholesterol and glucose

Employee health screenings may be carried out to proactively protect an employee's health or to comply with a legal requirements (see Biological Monitoring). Pathology testing that is incorporated into your organisation's staff welfare and health maintenance policies can be valuable and cost effective and is a good way of ensuring the long-term productivity of your most valuable asset.

Employee health screenings can be simple, involving one or two tests, or more complex involving a range of tests and a physical examination.

The type of screening program is determined by the company in conjunction with the needs of employees. These range from a general check-up to an extended check-up and ultimately a full pathology health screen.

Employees may present at any of our collection centres to have their specimens collected. All that is required is to present a Clinical Labs request form, which is customised and personalised for your company.

Screening to Determine Immunity or Exposure To Infectious Disease

Healthcare and other workers may come into contact with infectious diseases in the workplace. Screening can be useful to determine the employee's immunity to a range of common infectious diseases.

This may indicate the need for vaccination or booster vaccine.

For example:

- Hepatitis A, B and C
- Measles, Mumps, Rubella
- Q-Fever
- Tuberculosis

In the case of needle stick injuries, Australian Clinical Labs can offers testing on both the recipient and donor. For example:

- Hepatitis B surface antibody and antigen testing
- Hepatitis C antibody testing and PCR if required
- HIV antigen and antibody testing



Biological Monitoring

Many workplaces may expose employees to potentially dangerous biological agents. As part of an employer's duty of care it is important to regularly check the levels of these compounds to ensure employees do not experience levels which may compromise their health.

Clinical Labs collects and analyses blood samples for the following:

- Lead
- Cadmium
- Copper
- Zinc
- Fluoride
- Other compounds available by request



General Pathology Markers For Good Health & Wellness

Some of the medical problems and/or risk factors that may be detected by pathology testing are outlined below:

CONDITION	PATHOLOGY TEST
Heart and Arterial Disease	Lipid Studies (Cholesterol and Triglycerides), ECG
Diabetes	Blood Glucose HbA1c
Liver Damage	Liver Function Tests (LFT)
Hepatitis	Hepatitis A, B or C Serology
Thyroid Disease	Thyroid Function Tests (TFT)
Blood Disorders (Plus a wide range of other conditions)	Full Blood Examination (FBE)
Anaemia	Haemoglobin
Iron Deficiency	Ferritin, FBE, Iron Studies
Kidney (Renal) Disease	Urea, Electrolytes, Creatinine
Drug and Alcohol Abuse	Urine Drug and Alcohol Testing, COT (Cotinine)
Bowel (Lower Colon)	Occult Blood Test
Cervix	Pap Smear
Prostate	PSA

Clinical Labs offers three levels of Employee Health Screening Programs.

Level 1 - General Check-Up

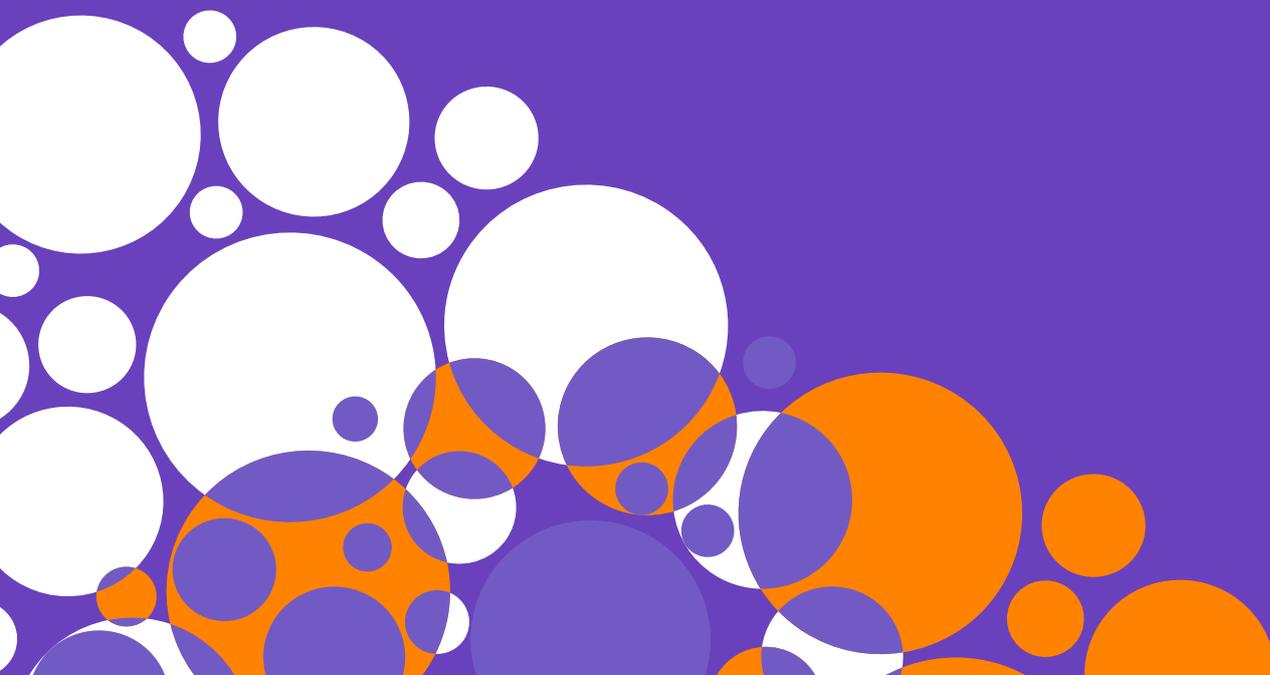
The core tests selected in Level 1 Pathology Health Screening may be used to determine an employee's general health risk factors:

- Lipid Studies - Cholesterol, Triglycerides, LDL/HDL Ratio, Chol/HDL Ratio
- Fasting Glucose Test
- Prostate Specific Antigen (PSA) - for male employees

Level 2 - Expanded General Check-Up

This level of employee check-up includes core Level 1 Pathology Health Screening with the addition of haematology and biochemical testing:

- Lipid Studies - Cholesterol, Triglycerides and HDL/LDL Ratio
- Fasting Glucose Test
- Prostate Specific Antigen (PSA) - for male employees
- Full Blood Examination
- Renal (Kidney) Function Tests
- Liver Function Tests
- Faecal Occult Blood Test



Level 3 - Full Pathology Health Screen

The Full Pathology Health Screen incorporates multiple investigations. In addition to the Level 1 and Level 2 health screens, other tests may be added to determine and monitor risks associated with the workplace:

- Lipid Studies - Cholesterol, Triglycerides, LDL/HDL Ratio, Chol/HDL Ratio
- Fasting Glucose Test
- Prostate Specific Antigen (PSA) - for male employees
- Full Blood Examination
- Renal (Kidney) Function Tests
- Liver Function Tests
- Electro Cardio Gram (ECG) - Trace and Report
- Body Mass Index (BMI)
- Hepatitis B Immunity plus selected Occupational Medical Tests
- Lead Level Testing
- Q-Fever
- Faecal Occult Blood Test

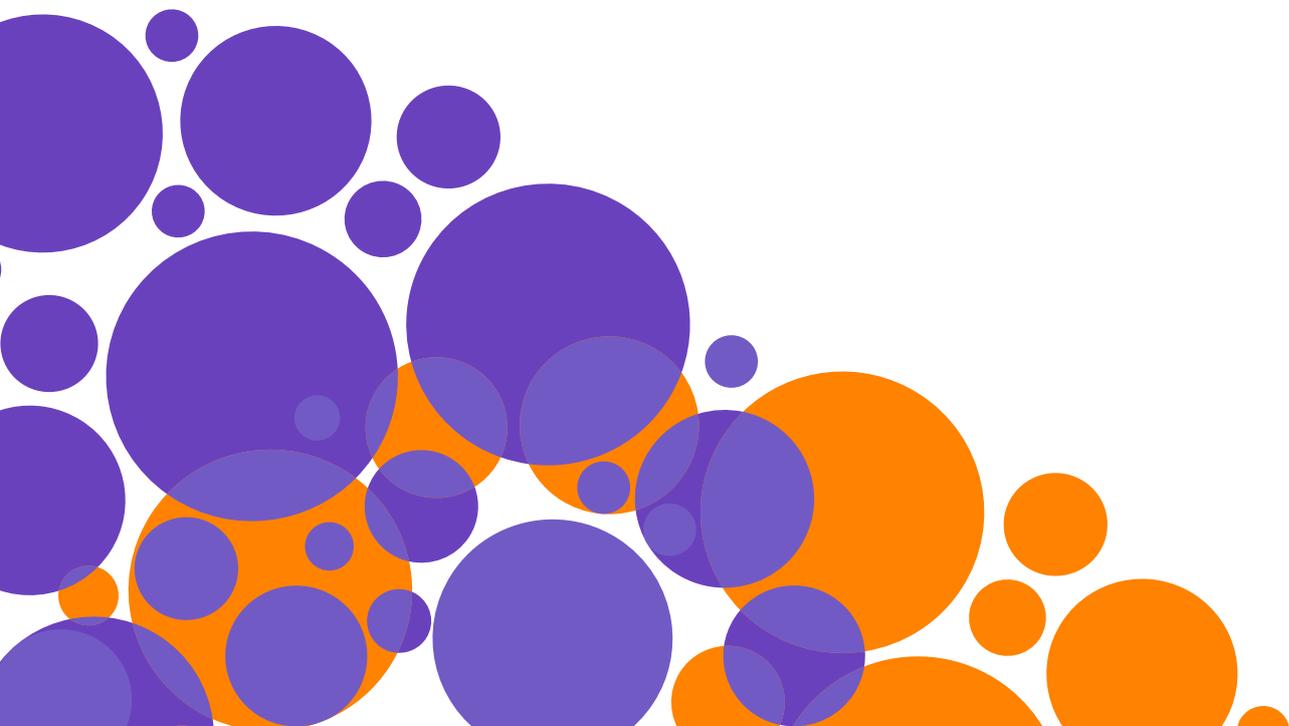
For further information on Employee Health Screen programs, please call Clinical Labs on 13 52 27.





Benefits Of On-site Testing

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.



Insurance & Superannuation Related Testing

Clinical Labs offers a range of pathology tests to assist insurance companies in assessing the health of prospective applicants including:

- Hepatitis A, B and C
- HIV
- Liver, Renal Function and Glucose
- Cholesterol, Triglycerides, HDL and LDL
- Urine Microscopy, Culture and Sensitivity
- Plasma Cotinine (Tobacco Dependence)
- Other tests are available on request and all are treated in the strictest confidence

Environmental Water Testing

Clinical Labs provides environmental water testing services and screens for the detection of:

- Legionella in industrial waters (eg. cooling towers, evaporative coolers, ice)
- Ecoli/Coliforms in potable waters (eg. spring, rain, bore, dam, drinking waters) and effluents
- Pseudomonas in recreational waters (eg. spas, pools, baths)
- Total plate count in all of the above examples



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