



Electricity Engineers'  
Association

# Workplace Drug and Alcohol Policies & Testing in NZ Current Issues

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**EEA Workshop**  
**Christchurch**  
**19 October 2016**



# Content

- Drug & Alcohol Free Workplace Programme
- Drug & recent trends
- What should you test for
- Methods
- Who can be tested
- Procedures to follow
- Case study statistics

# Trends...



# Health & Safety at Work Act 2015

- Requires employers/ employees to identify risk of potential hazards
- Drug/ Alcohol impaired worker a potential HAZARD
- Significant penalties
- Drug Testing identifies potential risk

# Drug & Alcohol Free Workplace Model



## **Outcome:**

Change of behaviour  
leading to a  
Safer Workplace

# Benefits

REDUCED	Improved
Accidents	Productivity
Absenteeism	Quality of output
Errors	Judgements
Staff turnover	Staff morale
Theft/ crime	H&S compliance
ACC / insurance costs	

# Drug Categories

- **Depressants**

- Depress brainwave activity
- Slow you down



- **Stimulants**

- Stimulant brainwave activity & CNS
- Adrenaline rush



- **Hallucinogenics**

- Rewire brain activity



- **Steroids: anabolic**

- Increase muscle mass & strength

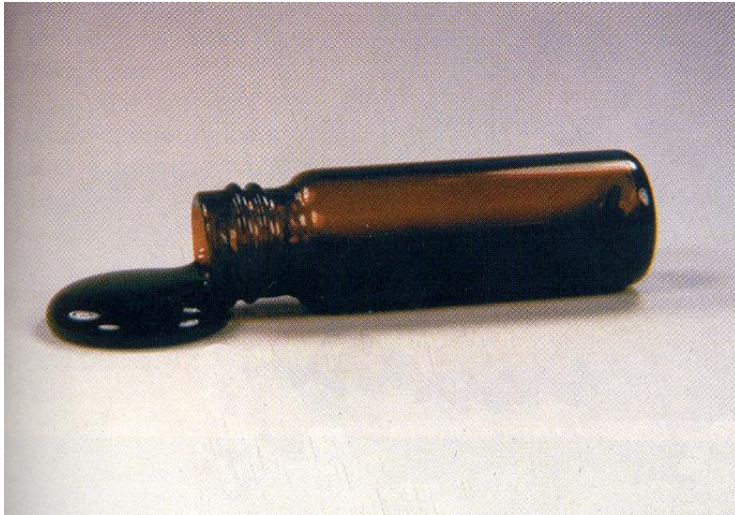








# Cannabis: Hash Oil



Made from soaking  
cannabis plant in  
isopropanol



# Opiates



- Heroin
- Morphine
- Codeine



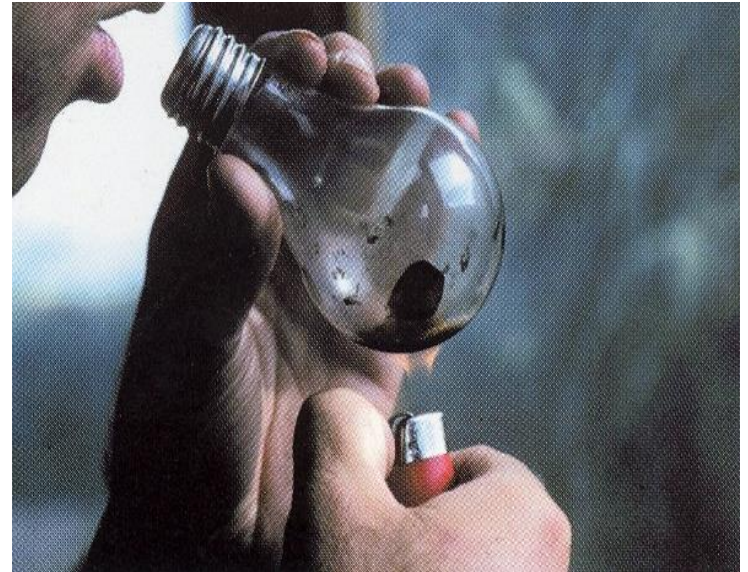
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- Homebake (impure mix: heroin/  
morphine / codeine)



# Methamphetamine, “P”

## Crystal, Ice



June 2016: \$494m worth of methamphetamine was discovered after a boat was found abandoned on Ninety Mile Beach.

# Cocaine



street value: \$14 million



# Benzodiazepines



# Ecstasy + Bath Salts

## Class A

- MDA

## Class B

- MDMA: “Adam”

## Class C

- MDEA: “Eve”
- MBDB: “Fido Dido”

## New Ecstasy

## Cathinone Derivatives

## Bath Salts

MCPV, MEC,  
Methedrone, FMC,  
mephedrone





# Synthetic Cannabinoids



- Kronic, spice, puff, space, K2
- Mimics effects of THC
  - Binds to THC receptor in brain
  - > 5 times worse

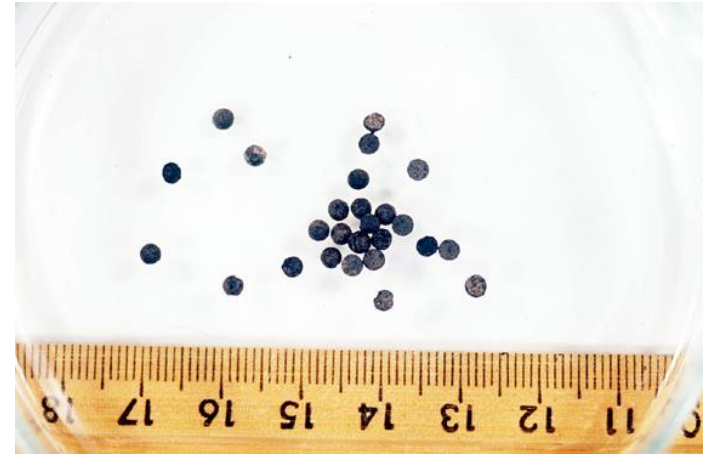
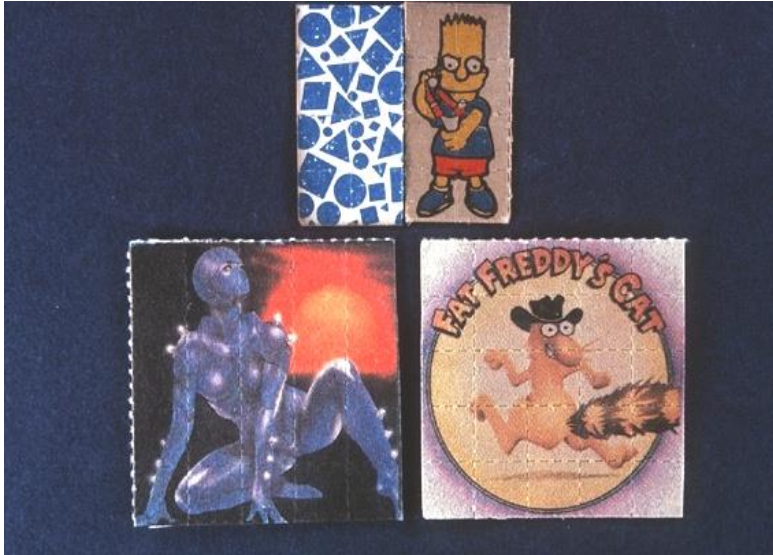
- **Adverse effects:**
  - rapid heart rate, confusion, dizziness, nausea, disorientation, anxiety, depression psychosis, paranoia thinking intensely about
  - Suicide
  - Killing someone else



# LSD

(Lysergic acid diethylamide)

Class A controlled drug

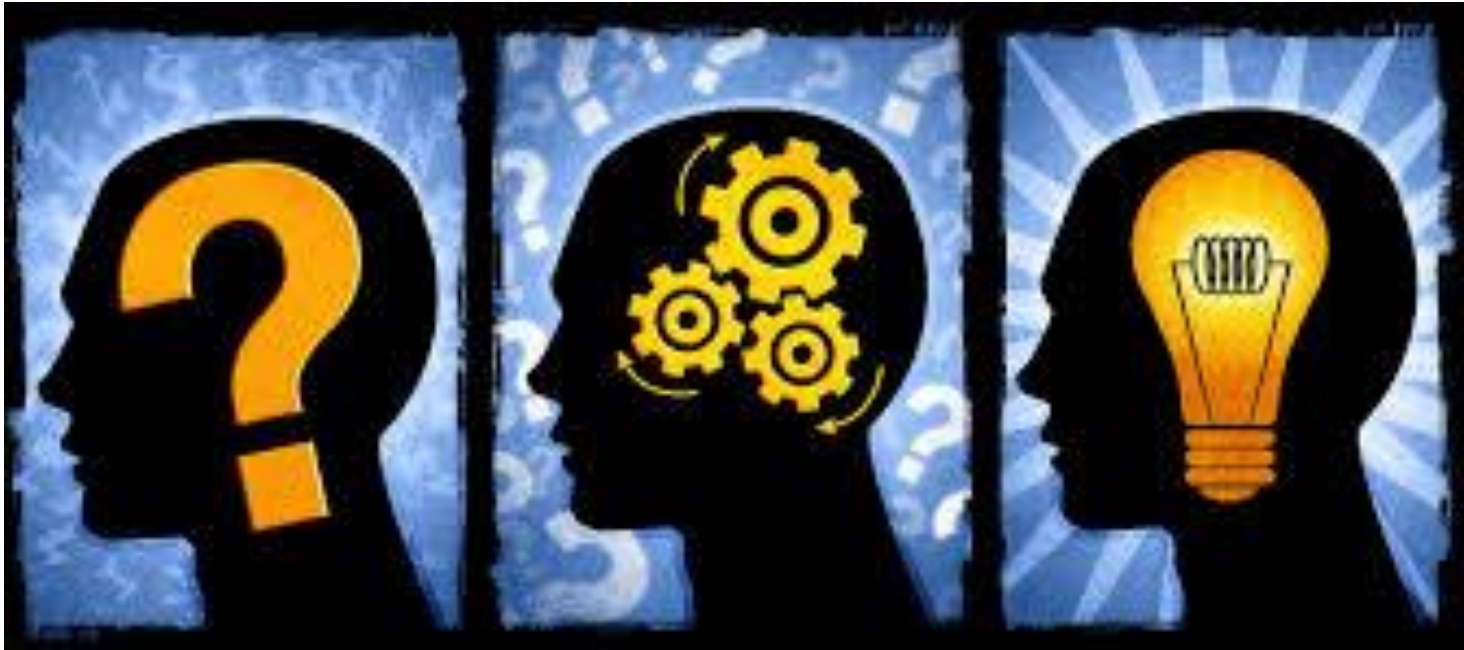


# NBOMe



# Current Issues

## Range of Drugs tested for





# Drug Screening: On-site screening versus Additional Laboratory Testing

Illicit, restricted and some currently legal drugs which cause impairment, eg:

- cannabis and hashish
- opiates (such as heroin and morphine)
- cocaine
- amphetamine type substances (speed, “P”, ecstasy and party pills containing benzyloperazine)
- synthetic THC (eg Kronic)
- cathinones (bathsalts)
- LSD, NBOMe
- misuse of some prescription drugs (eg tranquillisers, sedatives Oxycodone,)
- other illegal and currently legal party pills or herbal highs
- other “mind altering” substances can be added to the testing suite as they become available and are misused.
- Kava????



# Current Issues

## What Methods?





Australian/New Zealand Standard™

**Procedures for specimen collection and  
the detection and quantitation of drugs  
of abuse in urine**



# 2008 Standard

# Drug Testing

- AS/NZS 4308: 2008 “Procedures for specimen collection and the detection and quantitation of drugs of abuse in urine.”
- Cut-off concentrations
  - Recent use and/or regular use
  - Passive inhalation of cannabis → not possible



# Alcohol Testing

- Breath Testing: device AS3547-1997/  
amendment 2000 (type 2)
- Zero tolerance =  $100\mu\text{g /L}$   
*or*
- NZTA drink driving level
  - Over 20  $\rightarrow 250\mu\text{g /L}$
  - Under 20  $\rightarrow$  zero tolerance



# Current Issues

## Who can be tested?



# Pre-Employment



→ Drug test  
Negative →







- medical treatment , death, lost time injury, serious harm loss
- serious near miss: potential harm or loss
- damage to vehicle, property, plant, equipment
- Can include any employee directly involved
- Manager/ supervisor judgement:
  - **Serious accident/ near miss** → automatic
  - **Less serious** → reasonable cause judgement

# Reasonable Cause



**An employee may be tested for the presence of alcohol or drugs where their actions, appearance, behaviour or conduct suggests drugs or alcohol may be impacting on their performance or safety.**

# Drug Dog Searches

- Periodic & Unannounced
- Company premises: offices, lockers, bags, vehicles (carpark & road), workstation
- Possession → investigation (police?)
- Indicates → person, vehicle (driver and passenger), clothing, lockers, possessions, equipment

**→ undertake drug test**



# Random Testing

- All employees??? or
- Employees in safety-sensitive jobs
- Unannounced
- Cross section of all employees, or
- Date/ time randomly selected and some or all on-site tested
- Selection by 3<sup>rd</sup> party
- 20-50% annually initially



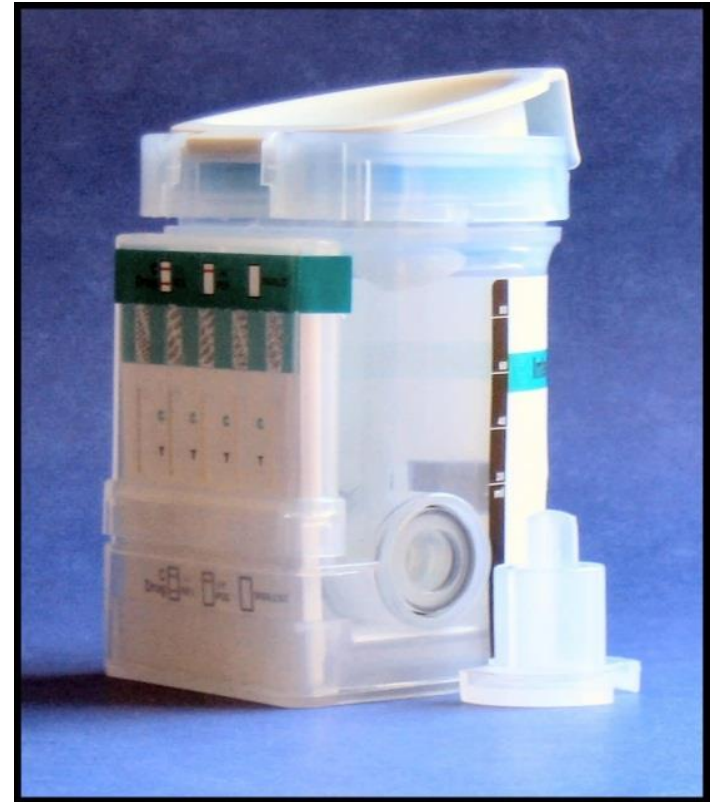
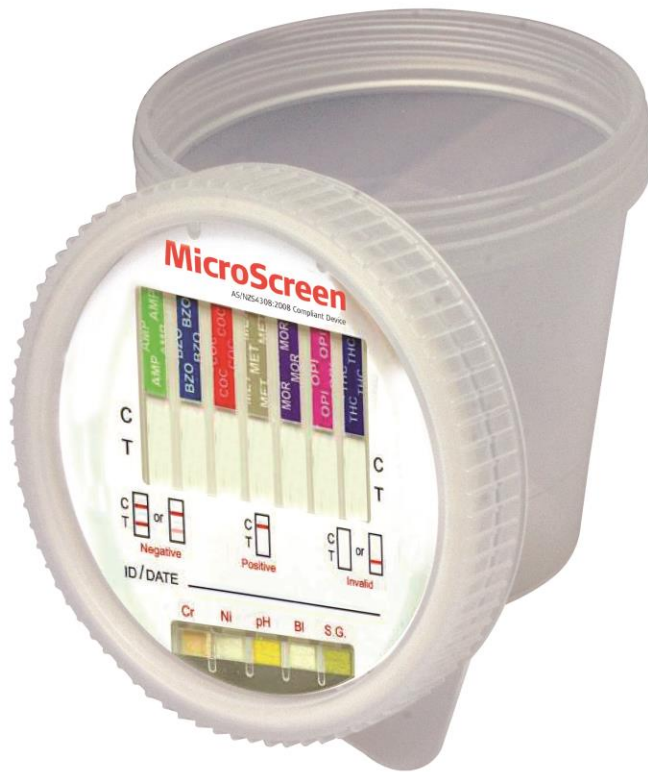


# Drug & Alcohol Testing Procedures

- Written consent to test
  - Refusal → Serious misconduct
- ID (photo and signature)
- Escorted until delivered to qualified drug and alcohol testers
  - Urine drug screening: NZQA qualified (US25458 & US25511)
  - Breath alcohol
- Best practice timelines
  - Alcohol : 1 hour
  - Urine drug screen: within 3 hours



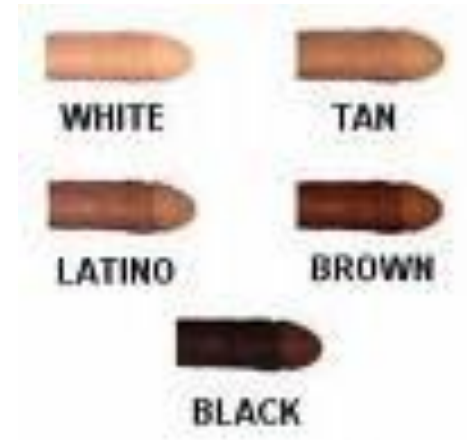
# On Site Screening Devices Must be Verified as Compliant



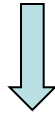
# Fake Urine



# Whizzinators



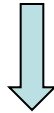
Not- Negative Screen  
or Integrity Failure



Accredited Laboratory  
Mass Spectrometry Confirmation  
2-5 days for results



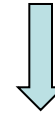
- No drug or below cut-off
- Legitimate medication
- Artifact



Negative report



- Confirmed drug, and
- Above cut-off
- Specimen integrity failure



Positive report



Negative Screen  
PA, RC, some Random

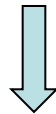


Accredited Laboratory  
**Mass Spectrometry Extended Testing**  
2-5 days for results



No drug(s) detected

Confirmed drug identity



Negative report



Positive report

# Case Study: NZFOA Stats

## DRUG TESTING CATEGORIES: PERCENTAGE POSITIVES

	Pre-employment	Post Incident	Reasonable Cause	Random
2014	6.2	7.8*	8.7*	7.7*
2015	6.1	8.6*	13.0*	10.0*
<b>%Difference</b>	<b>-2.5</b>	<b>9.2</b>	<b>33.2</b>	<b>22.8</b>

\*not doing enough extended lab based testing for new drugs

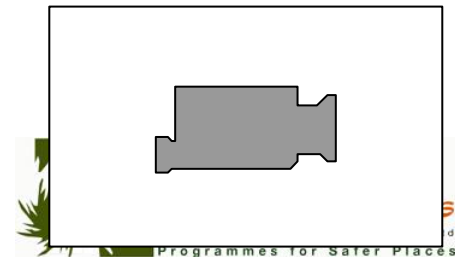
## DRUG POSITIVES: PERCENTAGE OF TOTAL POSITIVES

	Cannabis	Methamph	Amphet	Opiates	Syn Canns
2014	77.5	11.4	8.7	7.7	3.9*
2015	71.8	19.1	13.0	10.0	1.9*
<b>%Difference</b>	<b>-7.4</b>	<b>40.3</b>	<b>33.2</b>	<b>22.8</b>	<b>-50</b>

# Detection Times

Alcohol / Drug Class	Times
Alcohol	Up to 12 hours
Cannabis Use	
occasional (weekly: 1 joint)	8-24 hours
oral ingestion	1-5 days
moderate (4 times/ week)	5 days
heavy (daily 1-2 joints)	5-10 days
chronic (daily more than 5 joints)	14-20 days
Amphetamines & Party Drugs	1-4 Days
Opiates	2-3 Days
Cocaine	1-3 Days
LSD	1-2 Days

# Drug Effects on Spiders







A Drug Free Workplace is  
Good for Business