

Welcome to our latest newsletter. We aim to update our valued partners and the workplace (generally) about issues that face our industry; drugs and alcohol in the workplace. We highlight the latest trends, what concerns are filtering through to the shop floor, and help to educate those who strive for a safer and harm free workplace.

Integrity Sampling P/L is Australia wide, with 130 staff and technicians. We are Australia's leading drug and alcohol testing company. We service the transport, warehousing, manufacturing, building, construction, logistics, aviation, marine, mining, forestry, automotive and allied industries, performing in excess of 50,000 tests annually.

NEWSLETTER

Busy times for drug and alcohol testing

The lead up to Christmas is a busy time for most businesses, including those that work in drug and alcohol testing!

Some of our branches are already starting to get booked out as we approach what is our peak period. So, if you'd like to organise drug or alcohol testing at your workplace in the lead up to Christmas, please make sure you get in early to ensure you don't miss out.

To make a booking for drug and alcohol testing:

- Phone us on 1300 SALIVA (725 482).
- If you're an existing client, use our online booking request system (<http://integritysamplingaust.com.au/booking-enquiry/>). Complete the form on this page – including your details and preferred testing dates and times – and we'll get a local technician to get back to you to confirm the testing or organise another day or time.

A reminder, too, that Integrity Sampling operates 24 hours a day, 7 days week, 365 days of the year, so we will be available throughout the Festive Season. Spare us a thought as you tuck into your Christmas Pudding!

"To all our customers, thank you for your continued support throughout 2016. We look forward to working with you to support your drug and alcohol management needs throughout 2017. We'd like to wish you a merry and safe Christmas and New Year."

Tips to protect your business in the lead up to the Festive Season

- Make sure you have a have a robust drug and alcohol management plan in place.
- Educate your employees about the dangers of drugs and alcohol and important aspects of your drug and alcohol management plan. Educating employees helps them understand their responsibilities and the risks they take if they do come to work under the influence, so that they can make informed and sensible choices.
- Conduct regular drug and alcohol testing. This can be a mix of pre-employment testing, testing if you suspect someone is under the influence, testing following an accident and random testing.



IN OTHER NEWS...

Can an employee refuse a workplace drug test?

What are your rights if an employee refuses a workplace drug or alcohol test?

This is actually a complex question and the answer can perhaps best be summarised by using a decision by the Fair Work Commission as an example. In 2013, the FWC dismissed a case by an employee who filed for unfair dismissal because he was sacked for refusing a workplace drug test. The FWC decided the sacking should stand, because the employer had a clear drug and alcohol policy in place that detailed the testing that would be undertaken.

The ruling highlights the importance of not only having a robust and clear drug and alcohol management plan but also educating employees about the policy.

See <http://integritysamplingaust.com.au/2016/10/can-you-refuse-a-workplace-drug-test/> for the full article.

Will workplace drug testing pick up medicinal cannabis?

With many states passing laws to allow medicinal cannabis to be prescribed to patients, you may be wondering what this will mean for your business' drug testing results. Will workplace drug testing pick up medicinal cannabis?

THC or Tetrahydrocannabinol is the main psychoactive element in cannabis and it is present in some medicinal cannabis formulations. However, while the potential for detecting a medicinal cannabis user in workplace drug testing is present, in practice it's highly unlikely to happen. That's because medicinal cannabis will only be prescribed to patients with certain debilitating or terminal conditions, conditions that will leave the vast majority of people unable to work.



Go to <http://integritysamplingaust.com.au/2016/10/workplace-drug-testing-queensland/> for more details.

Drug and alcohol support vital

As mentioned in the article above, if you conduct drug and alcohol testing in your workplace you must have a robust drug and alcohol management policy in place. And one of the key aspects of any good drug and alcohol management policy is detailing the support available for employees who present with issues relating to drugs or alcohol.

Providing the support required isn't always easy, however, this is where organisations such as First Step come to the fore.



First Step is a Melbourne-based not-for-profit organisation that helps people overcome drug and alcohol issues. It's a one-stop-shop for drug and alcohol support, with specialised medical care delivered by doctors, mental health workers, psychologists and social workers in the one place. Just as importantly, it's a free service for most people.

Integrity Sampling is proud supporter of First Step. See <http://integritysamplingaust.com.au/2016/09/drug-and-alcohol-support-vital-in-the-workplace/> for more.

Meth a major issue in WA

Methamphetamines, including ICE, is a major issue across all of Australia but particularly in Western Australia.

According to Integrity Sampling WA Director, Paul Marshall, drug testing carried out by Integrity Sampling in workplaces around the state show that methamphetamines are responsible for more positive tests than any other illicit drug. Paul says in a recent 3-month-period, methamphetamines accounted for 67% of all illicit drug detections in testing carried out across the state.

The testing results are in line with other research and findings, which show that methamphetamines are a bigger issue in WA than any other state. It's even led to a District Court Judge to label the state's methamphetamine use as one of the worst in the civilised world.

See <http://integritysamplingaust.com.au/2016/09/perth-and-western-australia-drug-testing/> for the full details.

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