



TRUSTED ALWAYS

Managing AOD in the Workplace

Preventing Risk – Alcohol and Other Drugs (AOD) testing

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Rationale: Economic Impacts

\$6 billion a year ¹

This is the estimated cost to Australian workplaces due to Alcohol and drug use in the workplace. These financial costs vary and can include:

- ✗ Accidents, injuries and fatalities
- ✗ Productivity loss
- ✗ Absenteeism
- ✗ Staff turnover
- ✗ Legal claims costs
- ✗ Costly damage to plant and equipment
- ✗ Criminal investigations, fines.
- ✗ Imprisonment.
- ✗ Brand damage and reputational damage.
- ✗ Disruption to customers.

1. Australian Drug Foundation 2017

Rationale: Economic Impacts

\$6 billion a year ¹

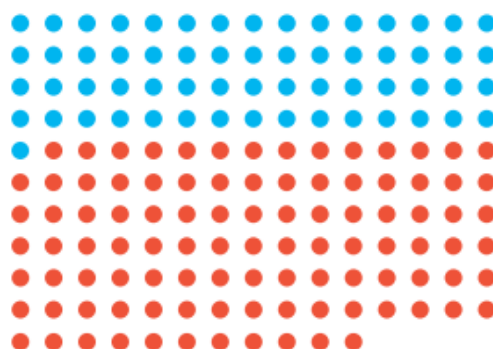
The use of [alcohol](#) and other drugs can impact on workplaces in a number of ways, affecting relationships, safety and productivity.

- Recent research has estimated that 2.5 million days are lost annually due to drinking and drug use
- 1 in 10 workers say they have been affected by a co-worker's use of alcohol. For example, a reduced ability to do their own job, involvement in an accident or close-call, and having to work extra hours to cover for a co-worker.¹

1. Australian Drug Foundation 2017

Rationale: The Deadly Cost

161 people died on WA roads in 2018 with 100 in regional areas and 61 in metropolitan Perth.



75% of fatalities were male (121)



19% fatalities were in alcohol-related crashes (30)

31 People

Source: Preliminary fatal and critical injuries summary 2018 statistics from the 2018 Summary, Road Safety Commission

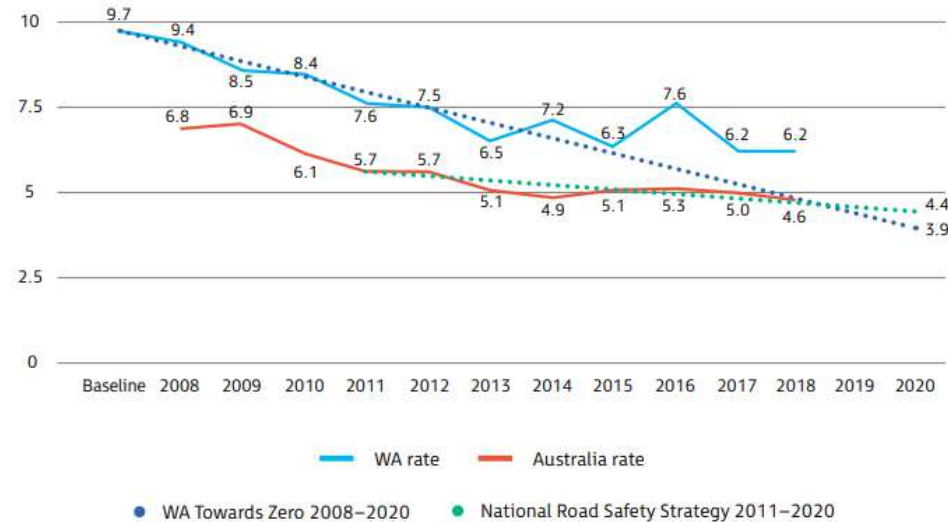
Rationale: The Deadly Cost

2018 had one of the lowest number of fatalities (161) and fatality rate per 100,000 persons (6.2) for a calendar year since 1961...

However;

WA's fatality rate is higher than expected if WA is to meet the ambitions of the Towards Zero Road Safety Strategy (estimated to be 3.9 fatalities per 100,000 persons) and also higher than the national average (4.6)

Figure 1. Fatality rates per 100,000 population^{1,2}



¹Denominators from Australian Bureau of Statistics. (2018). Australian demographic statistics, Australia, September 2018, (Catalogue No. 3101.0). Retrieved from <http://www.abs.gov.au/ausstats/abs@.nsf/mf/3101.0>

²Department of Infrastructure, Regional Development and Cities (BITRE). Australian Road Deaths Database, December 2017. Retrieved from https://bitre.gov.au/statistics/safety/files/BITRE_ARDD_Fatalities_December_2017.xlsx

Source: Preliminary fatal and critical injuries summary 2018 statistics from the 2018 Summary, Road Safety Commission.

What is Towards Zero?

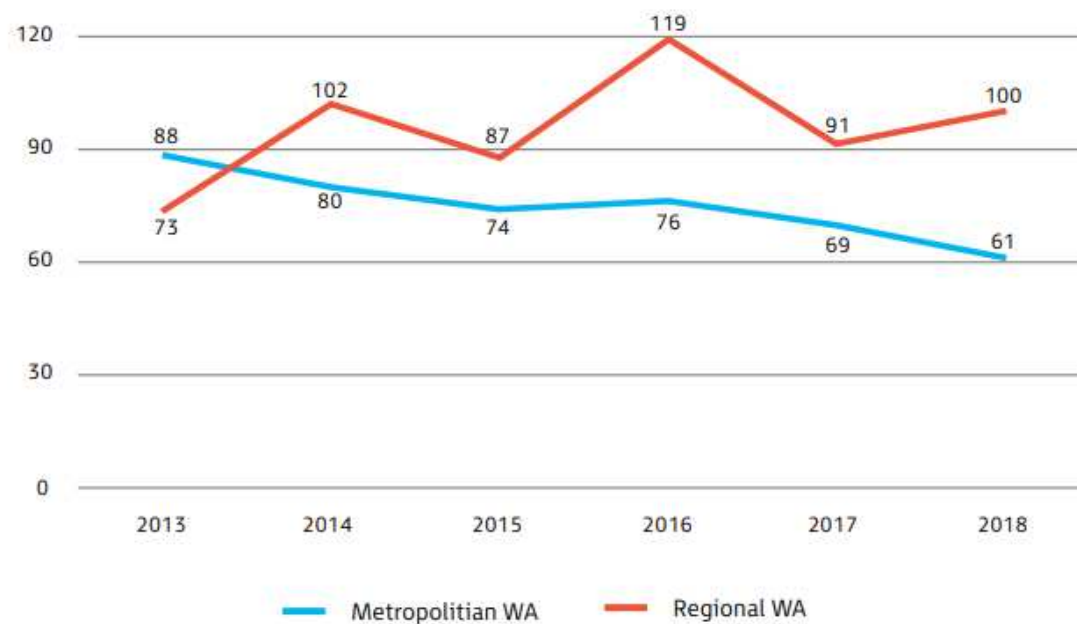
Towards Zero is the State Government's **road safety strategy** for 2008-2020.

Incorporating the **Safe** System approach,
Towards Zero aims to improve **road safety** through four cornerstones:

Safe Road Use; **Safe** Roads and Roadsides; **Safe** Speeds; and **Safe** Vehicles

Rationale: The Deadly Cost

Figure 3. Fatality counts by region



Source: Preliminary fatal and critical injuries summary 2018 statistics from the 2018 Summary, Road Safety Commission

Statistics



Fatalities = 161 West Australians
19% were alcohol related.

Source: Preliminary fatal and critical injuries summary 2018 statistics from the 2018 Summary, Road Safety Commission.

Alcohol involvement in accidents is 1 in 5



POLICY TALK, AUSTRALIAN DRUG FOUNDATION JUNE 2014

Experienced negative effects of co-workers alcohol use is 1 in 10



DRUG AND ALCOHOL TESTING IN THE WORKPLACE

Risky alcohol use daily or drug use in past 12 months



Australian Government's Australian Institute of Health and Welfare

Weekly use by Methamphetamine users is 1 in 5



DRUG AND ALCOHOL TESTING IN THE WORKPLACE

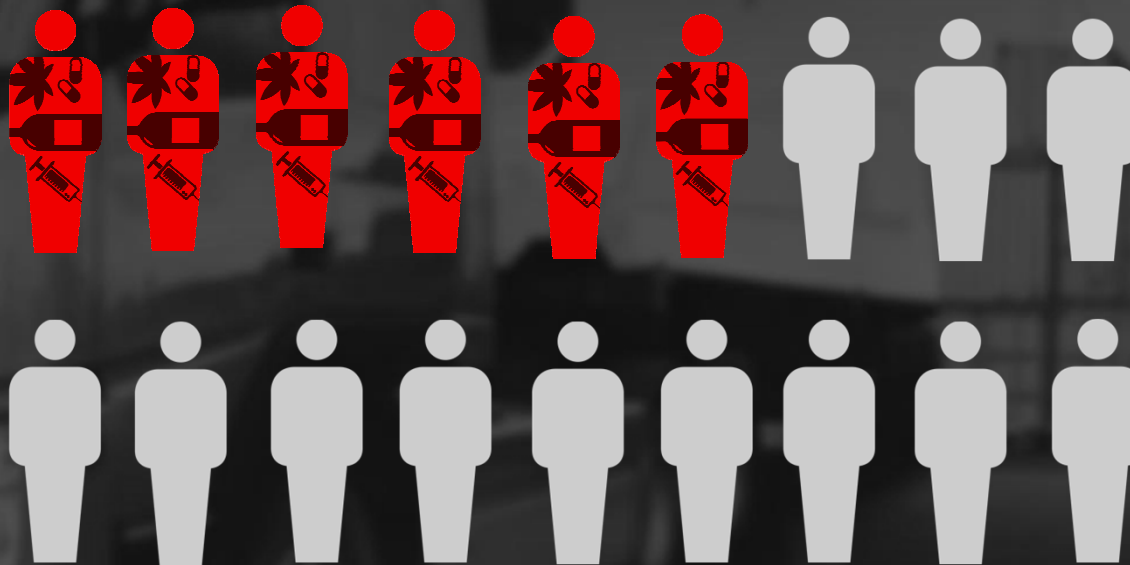
**Misuse of Pharmaceutical drug in past 12 months
1 in 20 – with 36 % of deaths from the drug group Benzodiazepine**



DRUG AND ALCOHOL TESTING IN THE WORKPLACE

Statistics

**Over a third of vehicle operators killed each year are driving with
and illegal BAC and/or drugs in their system.**

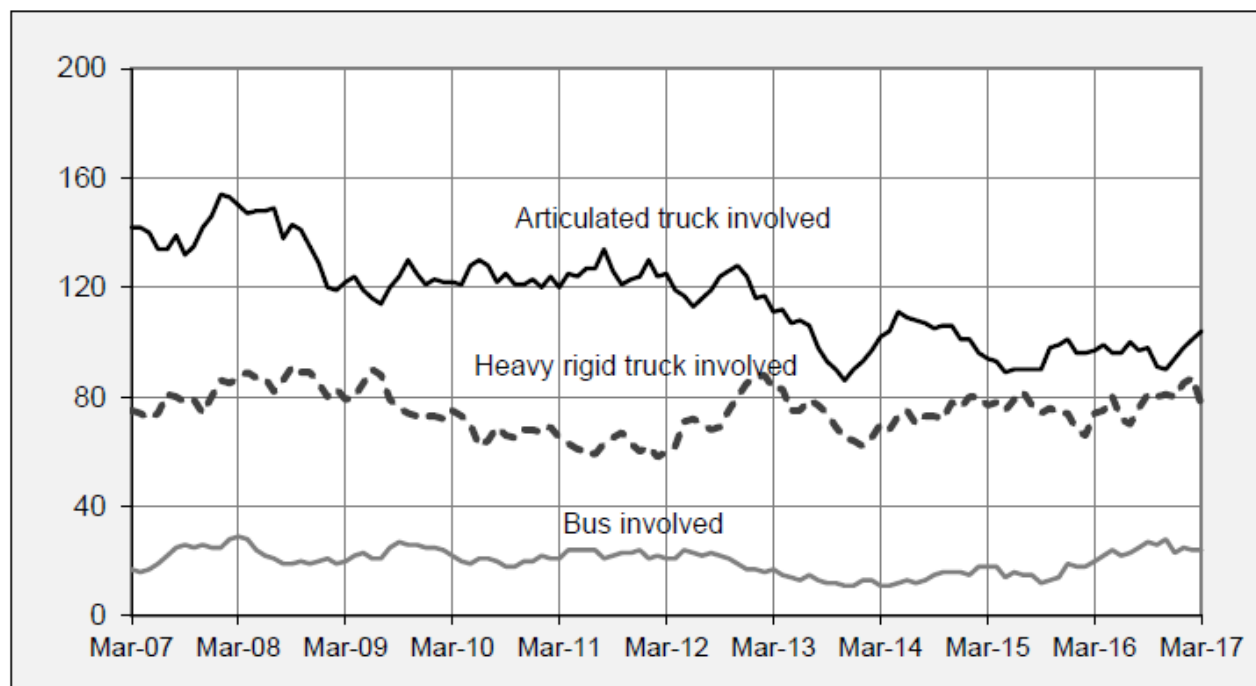


DRUG AND ALCOHOL TESTING IN THE WORKPLACE

Statistics

Fatal crashes involving heavy vehicles, Australia — moving annual total

(Each point shows the number of fatal crashes during the preceding 12 months)



WHY SHOULD YOU RESPOND TO ALCOHOL AND OTHER DRUG ISSUES?

...IT IS COMMON

% Estimates for prevalence of drug use across industry

Hospitality	Retail	Administration	Transport	Construction	Mining
31%	20.7%	12.3%	18.3%	24.1%	12%



Alcohol use contributes to
5 percent of all Australian
workplace deaths and
25 percent of workplace accidents

POLICY TALK, AUSTRALIAN DRUG FOUNDATION
JUNE 2014

Rationale: Why do you need an AOD policy?

- ✓ Provide a **safe work environment**.
- ✓ Helps to define is **expected from ALL employees**.
- ✓ **Define** limits; explain zero tolerance.
- ✓ **Deter** alcohol and drug impairment.
- ✓ **Explain testing method** (breath, urine, oral fluids etc.).
- ✓ **Explain consequences** of testing positive.
- ✓ **Educate employees**: especially about 'standard' drinks and morning-after readings.

Which age group are the main offenders?

ALL age groups carry levels of probable risk.



Implementing your policy

- ✓ **Applied to all employees.**
- ✓ **Be clear** about what is expected of employees.
- ✓ **Clearly state** the consequences of infractions.
- ✓ **Consider an employee assistance program** to those suspected of alcohol and drug dependency.

Types of testing

- 1. Random Testing**
 - » An overall deterrent.
- 2. Reasonable Suspicion Testing**
 - » Apparent impairment, unexplained absences, poor conduct, reduced productivity, failure to follow safety rules.
- 3. For Cause Testing**
 - » Where alcohol or drugs are suspected.

Types of policies

A. Harm minimisation

B. Zero tolerance



Which policy is best for you?

Common drugs

A brief overview



Common drugs: Alcohol

- Testing for alcohol is a relatively inexpensive application.
- Alcohol is a legal and popular drug.
- Alcohol is socially acceptable.
- Its only when we exceed drink driving limits or become a public nuisance that are we deemed to have broken the law.
- Numerous studies have linked levels of alcohol to impairment and as such blood alcohol levels are very easily measured.



Common drugs: Drugs



Marijuana

(Cannabis, Weed, Pot)



Cocaine

(Coke, Snow, Nose Candy, Blow)



Opioids

(Opium, Codeine, Morphine, Heroin)



Hallucinogens

(LSD, PCP)



Stimulants

(Methamphetamine, Dexamphetamine, Amphetamine)



Volatile Substances

(Solvents, Inhalants)



Ecstasy

(MDMA, Pingers, Candy, Eccy)



Prescription and over the counter medication

(Benzodiazepines)

Alcohol and Drug Testing in the Workplace

Guidelines for Developing, Implementing and Maintaining an AOD Policy

Employer: Rights & Obligations

- ✓ A **safe workplace**.
- ✓ Safe **work systems and procedures**.
- ✓ Information, instruction, training and supervision for **all employees**.
- ✓ A **process for consulting** with employees.
- ✓ **Processes for identifying** hazards, assessing and elimination risks.
- ✓ Approach infringing staff with **restraint and good manners**.
- ✓ **Identify** potential hazards.
- ✓ **Processes for regular review** of risk control measures.
- ✓ Ensure that employees are **properly trained and supervised**.
- ✓ Ensure that OHS concerns are **promptly referred to decision makers**.
- ✓ Ensure the **safety of people other than staff** who are at the work site.

Employee: Rights & Obligations

- ✓ **Follow** company's alcohol and drug policy.
- ✓ **Agree to testing** as outlined by management in the AOD policy.
- ✓ **Adhere to the standard** work performance.
- ✓ Use medicines and **over-the-counter drugs responsibly**.
- ✓ Take **reasonable care of the health and safety of others** in the workplace.
- ✓ **Cooperate with employers** in their efforts to comply with OHS requirements.
- ✓ **Use equipment properly** for the health and safety of people in the workplace.



WE ARE INNOVATOR, DEVELOPER & MANUFACTURER

- ✓ One of the largest suppliers to law enforcement
- ✓ Manufacturer of alcohol and now drug testing equipment for over 30 years
- ✓ Products designed and built tough for Australian conditions
- ✓ Over 20 million Alcolizer alcohol equipment tests per year
- ✓ Focused on achieving exceptional customer experience

Demonstrated commitment to improving safety in the workplace and on the road through investment of millions into R&D and Community Programs around the world.



Alcolizer Nationwide Drug & Alcohol Testing

COMPREHENSIVE TESTING SOLUTIONS

- ✓ Outsourced, In-house or Hybrid programs
- ✓ 100% Certified Screening Officer workforce
- ✓ Electronic collection – no paperwork!
- ✓ Online AlcoCONNECT™ Live test data
- ✓ Online Training & Education
- ✓ Drug & Alcohol policy development

Experts in policy development and implementation.
Partner with us to train and empower your team.



LE5 INNOVATION

WORLD-FIRST: ALCOHOL AND DRUG TESTING

Alcolizer Technology has developed the LE5 system to test for alcohol and drugs.

- ✓ Rapid, accurate, multi-drug test results from 90 seconds
- ✓ Easy to use operation
- ✓ Clear, visual electronic display
- ✓ Effective drug and alcohol testing

Alcolizer
technology
TRUSTED ALWAYS

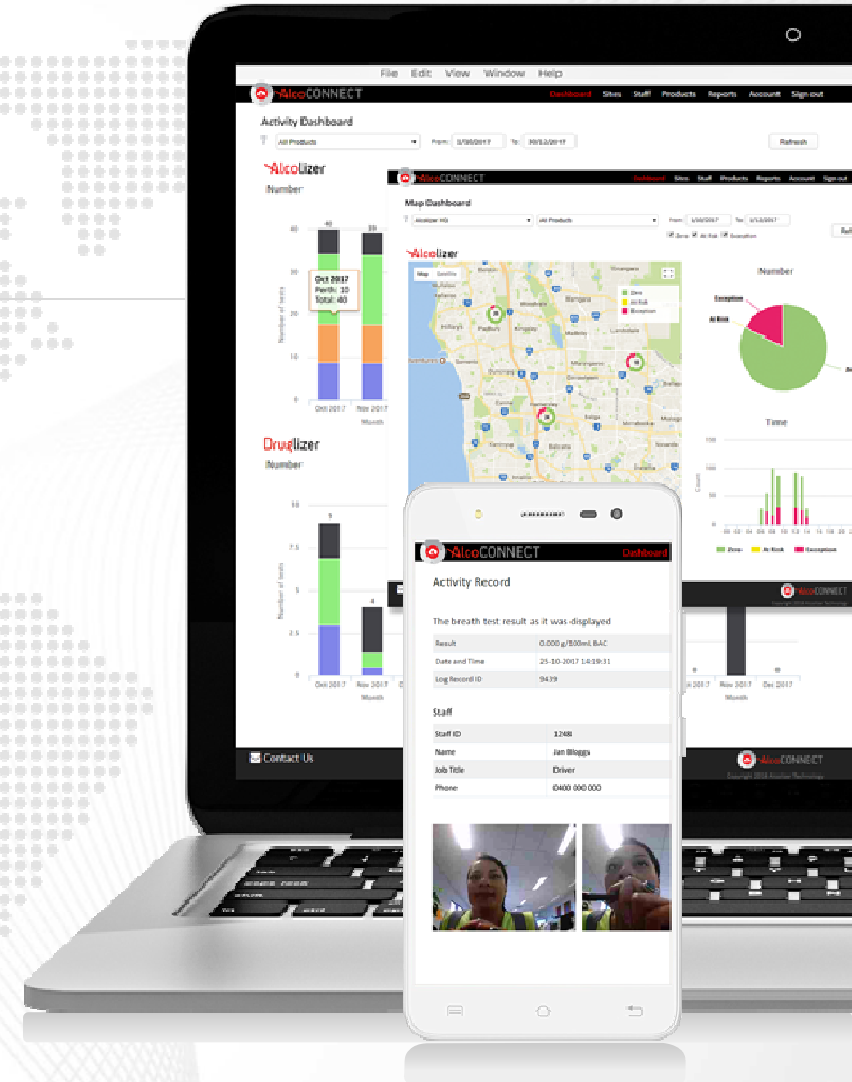


AlcoCONNECT live

LIVE DRUG & ALCOHOL TEST DATA

- ✓ Drug and Alcohol test data at your fingertips
- ✓ Dashboards with real-time secure data analysis
- ✓ Monitor compliance in daily testing programs
- ✓ Identify risk areas with drill-down capability
- ✓ Export data for reporting
- ✓ Target your activity to maximise return on investment

Real-time analysed alcohol and test data from across your business.



Alcolizer technology

TRUSTED ALWAYS

Keeping our roads safe.

A proud Transafe WA Gold Sponsor since 2015