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5 Common Drug & Alcohol Testing Mistakes & How to Avoid Them



Is workplace drug and alcohol use a risk in your business?

Not sure what skills you need to develop to manage a testing program and be a skilled tester?

Successful and leading workplace drug and alcohol risk management programs are never straight out of the box. A number of things need to be done to make sure you have improved health and safety in the workforce. From developing personal skills and confidence in the testing process to improving workplace knowledge and processes for managing the risk, there are many things a great workplace program does to ensure success.

Understanding some of the pitfalls encountered in developing, delivering and managing a workplace drug and alcohol risk program will help you be part of a leading program.

Being a skilled tester is critically important but a well-accepted and successful program encompasses so much more.



5 Common mistakes made by workplaces in DAS testing, and how to avoid them

The process of implementing and maintaining a workplace drug and alcohol testing program can often be complex, frustrating and time consuming in many instances. It is true that it is not easy to get perfect, but there are things you can do to get the best result possible. In the below we present 5 key mistakes often made when designing or reviewing your testing program.



1. Not having a thorough well designed workplace drug and alcohol testing policy.

A well designed policy and procedure are essential to a good program. This cannot be stressed enough and is often not given the time and effort needed. Understanding the regulatory framework you operate in (safety and workforce legislation, testing standards, workplace contracts etc) is exceptionally important. Make sure you're aware of all the requirements. Other considerations revolve around stakeholder consultation and understanding your business risk. Your policy should reflect your business safety risks.



2. Not educating staff on their responsibilities to the workplace and the possible repercussions of breaking the policy

You have a great policy that's well designed and meets all of your risks. Great, but the job is not finished. Ensure all your staff are well aware of how they can meet their obligations

and what could happen if they don't. It's also advised to educate your Supervisors on how they can lead teams on this topic. Help them respond to questions and know how to manage situations as they arise if you want great outcomes.



3. Not understanding the limitations of the testing equipment chosen

There is a lot of good equipment available to measure drug and alcohol consumption, but is it measuring what you need it to measure for your business risks? Are you measuring potential impairment or historical use? Be aware of the equipment limitations and best uses.



4. Not adhering to your policy

Consistency with applying your policy is considered exceptionally important for acceptance in your workplace. At all times you should stick to the policy as it is outlined. Situations may arise that result in a review of the policy and possible adjustment, but make sure these are done in a recognized review process. Maintain clarity in the workplace on the processes involved and avoid changes on the run.



5. Not having suitably qualified Testers

The Standards for workplace drug and alcohol testing require competent people to be undertaking your workplace testing. Testing can result in some very personal information being shared and employees expect that standardised processes are followed and privacy is maintained. Situations and complexities can arise that make the testing process challenging, so a tester needs to have skill and confidence in the testing process, good communication skills and exceptional understanding of the equipment they are using.

A leading workplace drug and alcohol testing program

A well accepted program in the workplace takes some preparation to get right. Good planning and education in the policy stage, along with consistency in the application in the workplace, will go a long way to your workplace having a leading workplace drug and alcohol testing program.

A great program that results in improved fitness for work is more than just knowing how to test. The right education, training and experience in managing workplace drug and alcohol risk is often the difference in improving health and safety outcomes for all the workforce, or just having a 'testing' program.

Build your skills and set up your drug and alcohol risk management program with KINNECT Training by calling us on 1300 591 548 or booking online.

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