



Workplace Drug and Alcohol Testing: are the requirements, perspectives and needs of employees and employers divergent and can they be reconciled?

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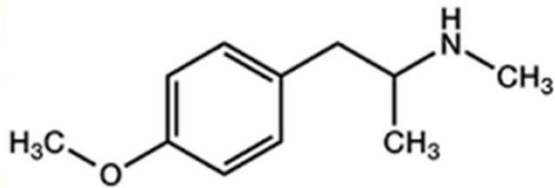
Global drug of abuse testing market is expected to achieve \$3,895.5 million value by 2020

The worldwide drug of abuse testing market is expected to value at \$3.9 billion in 2020. Two main drivers leading to growth of drug of abuse market are a significant increase in the use of illicit drugs and rising need for drug testing at organizational level.

<http://www.whatech.com/market-research-reports/press-release/medical/63232-global-drug-of-abuse-testing-market-is-expected-to-achieve-3-895-5-million-value-by-2020>



South Dublin teenage girl dies after night out



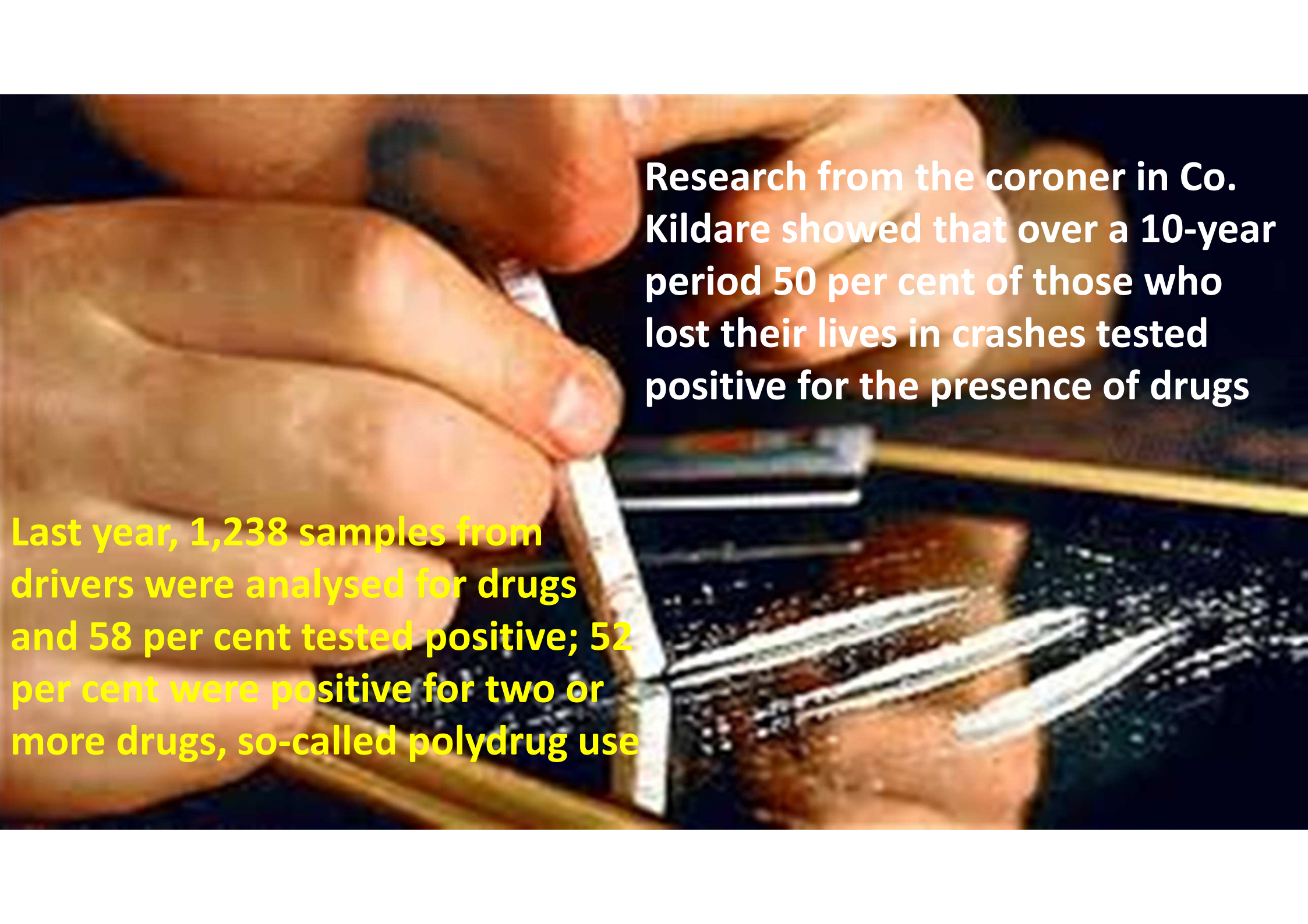
PMMA

Image by Erowid, © 2012 Erowid.org



Ecstasy pills are being mixed with bleach and heroin by ruthless dealers in bid to boost profits

<http://www.irishmirror.ie/news/irish-news/crime/ana-hick-ecstasy-pills-being-5750217>



Research from the coroner in Co. Kildare showed that over a 10-year period 50 per cent of those who lost their lives in crashes tested positive for the presence of drugs

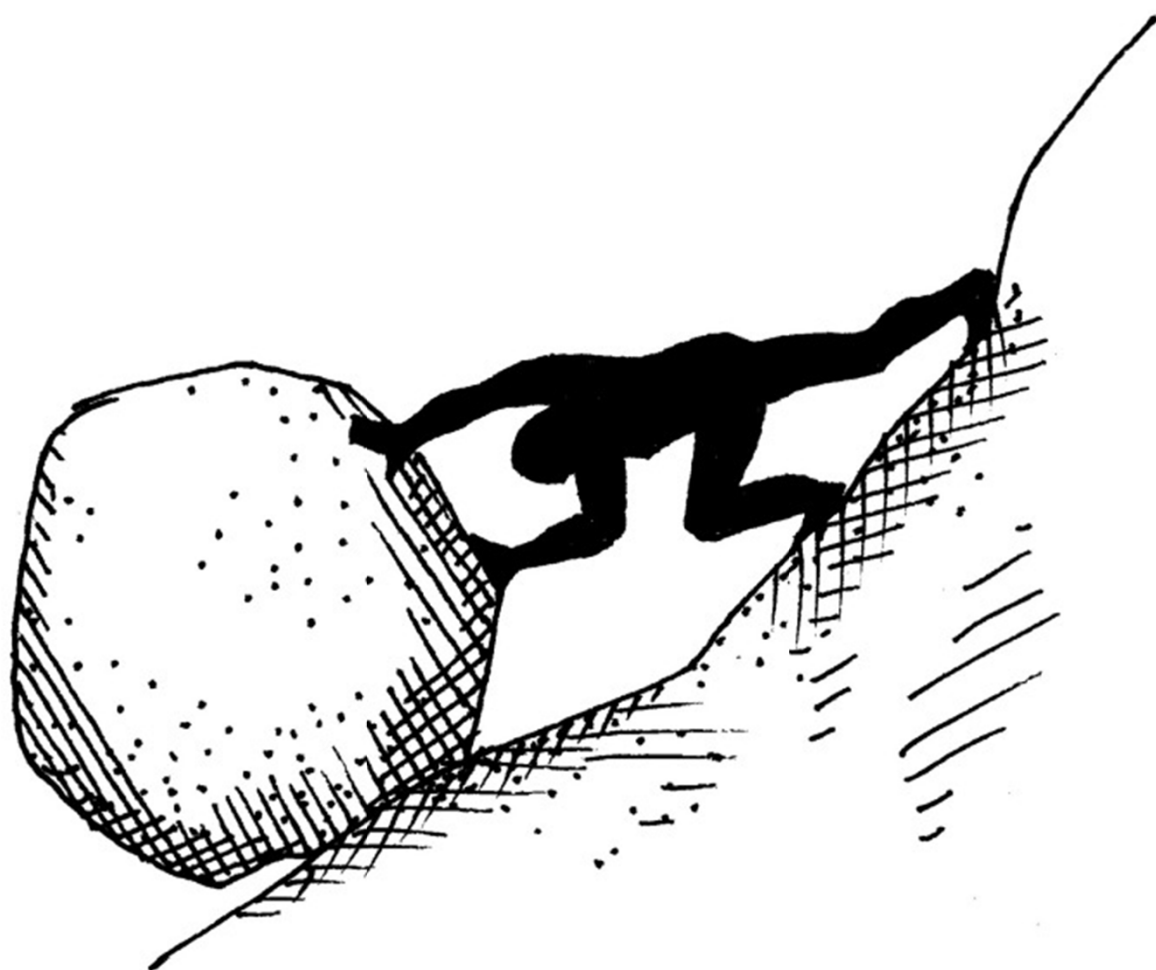
Last year, 1,238 samples from drivers were analysed for drugs and 58 per cent tested positive; 52 per cent were positive for two or more drugs, so-called polydrug use

The background of the slide is a photograph of the Statue of Liberty in New York City. The statue is shown from the chest up, with its iconic crown and seven spikes. The image is slightly blurred and has a blueish tint. The text is overlaid on the upper portion of the image.

Heroin is making a comeback in New York City, with fatal overdoses outnumbering homicides

420 people people died from heroin overdoses in 2013 — when there were 335 homicides, according to the city's Department of Health.


NEW YORK DAILY NEWS Saturday, April 4, 2015



[illegible]



2010/11: “ In Europe 41% of people who go into rehabilitation are employed” *See Chapter 3 Workplace Drug Testing (2011) ; Verstraete et al*



In a recent survey nearly half of all respondents admitted to being drunk at work.¹



An estimated €527 million is lost on alcohol-related absenteeism and accidents in the work place in Ireland every year.²



Ireland continues to rank among the highest consumers of alcohol in the 26 countries in the enlarged EU.³



In certain industries, up to 20% of full time employees have used illicit drugs within the past month.⁴

1. *Peninsular Ireland Study* (2014).

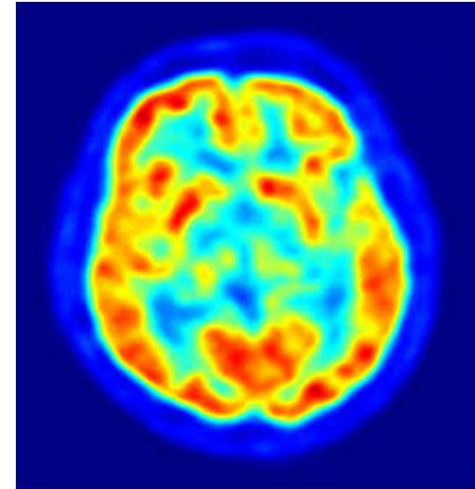
2. Byrne, S. (2010) *Costs to Society of Problem Alcohol Use in Ireland*. Dublin: Health Service Executive

3. *Alcohol Action Ireland* (2015).

4. SAMHSA, *Centre for Behavioural Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs) 2003 to 2005, 2006 to 2010 (revised March 2012)* and 2011 to 2012.

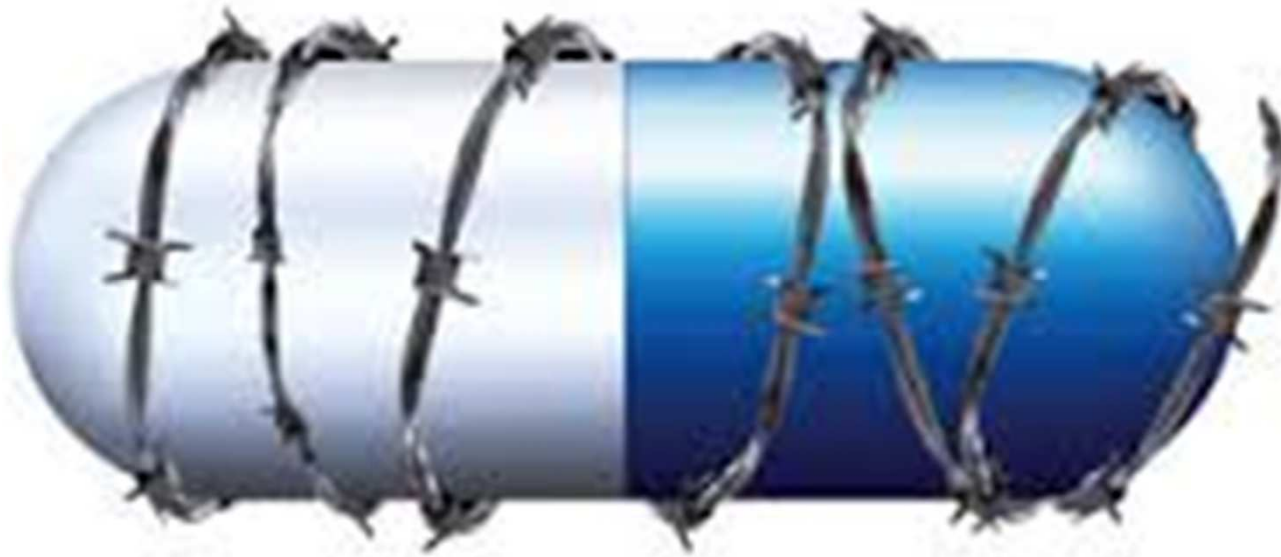
Axiom #1 :Drug and Alcohol misuse can negatively affect the Workplace

- Candidate /Employee
 - Cognitive effects
 - Psychomotor effects
 - Human error
 - Long-term Health effects
- Company
 - Performance and productivity
 - Absenteeism
 - Accidents
 - Costs

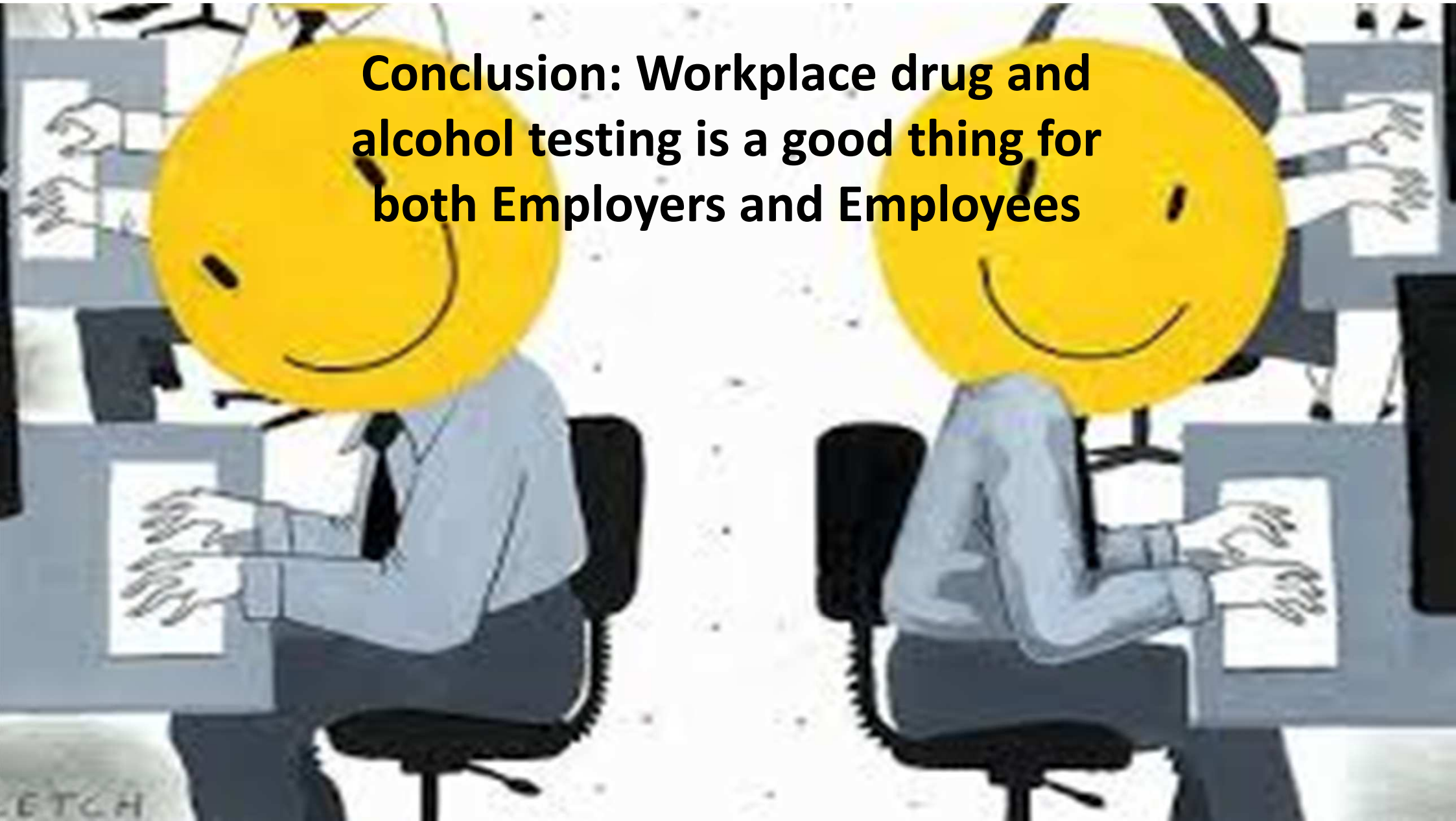


See Chapter 2, Workplace Drug Testing (2011); Verstraete et al

Axiom #2: WDT acts as a strong deterrent to drug and alcohol use/abuse during and 'around' working hours



Conclusion: Workplace drug and alcohol testing is a good thing for both Employers and Employees





Workplace drug testing on the rise: Number of checks for narcotics such as cocaine, cannabis and ketamine quadruples in four years

- Thousands of office workers being checked to safeguard firms' reputations
- Screening companies reported rises of between 40 and 470 per cent
- Tests traditionally used for manual labourers and those operating heavy machinery

<http://www.dailymail.co.uk/news/article-2779626/Checks-narcotics-cocaine-cannabis-ketamine-quadruples-four-years.html#ixzz3b5kFz5Vo>

Workplace-Testing Rhetoric and Imperatives

JUSTIFICATION

- Health and Safety
 - Workers, public, consumers
- Safety-critical roles
- Public policy/Legislative
- Employment contract
- Drug & Alcohol policy
- Productivity
- Corporate image
- Legally defensible
 - High technical standard
 - Chain of Custody
 - Proportionality
 - Reasonableness

IMPACT

- Human Rights
- Right to privacy
- Bodily integrity- personal private interests: 'sanctity' of body
- Confidentiality- informational private interests-disclosure of medications:non-work information
- Corporate Surveillance



**This business is a
Drug Free Workplace!**

We Conduct Drug Testing

- ☒ Pre-employment
- ☒ Random
- ☒ Post-accident
- ☒ Reasonable suspicion
- ☒ Return-to-duty



Ever been stopped at a drink or drug-driving checkpoint?

How did it feel?



What Employees think.....

MCHUMOR.COM by T. McCracken



"Fingleworth, your drug tests show you to be drug free, but also to be 3 months pregnant."

©T. McCracken mchumor.com

What Employees think.....



What Employees think.....



Notice to Members; Drugs and alcohol testing at the Medical Department

Posted by NBRU on Sep - 3 - 2014

Notice to Members RE: Drug and Alcohol testing at the Medical Department

Workers may be aware that Dublin Bus have tendered for a private company to manage the testing of staff for drugs and alcohol for a three year period.

Bus Éireann stated their intention to implement random testing on July 21st this year and The National Bus & Rail Union informed Management that we would not be co-operating with such testing.

Legislation is rumoured to be pending, (early 2015), which would compel transport workers to undergo drug and alcohol testing but this union will not be entering into any voluntary testing arrangement.

It has also come to our attention that staff attending the medical department are being threatened, coerced and pressurised into undergoing a drug and alcohol test.

THERE IS NO AGREEMENT FOR COMPULSORY DRUG AND ALCOHOL TESTING.

Should any driver require advice or guidance in relation to this matter contact your local NBRU Representative.

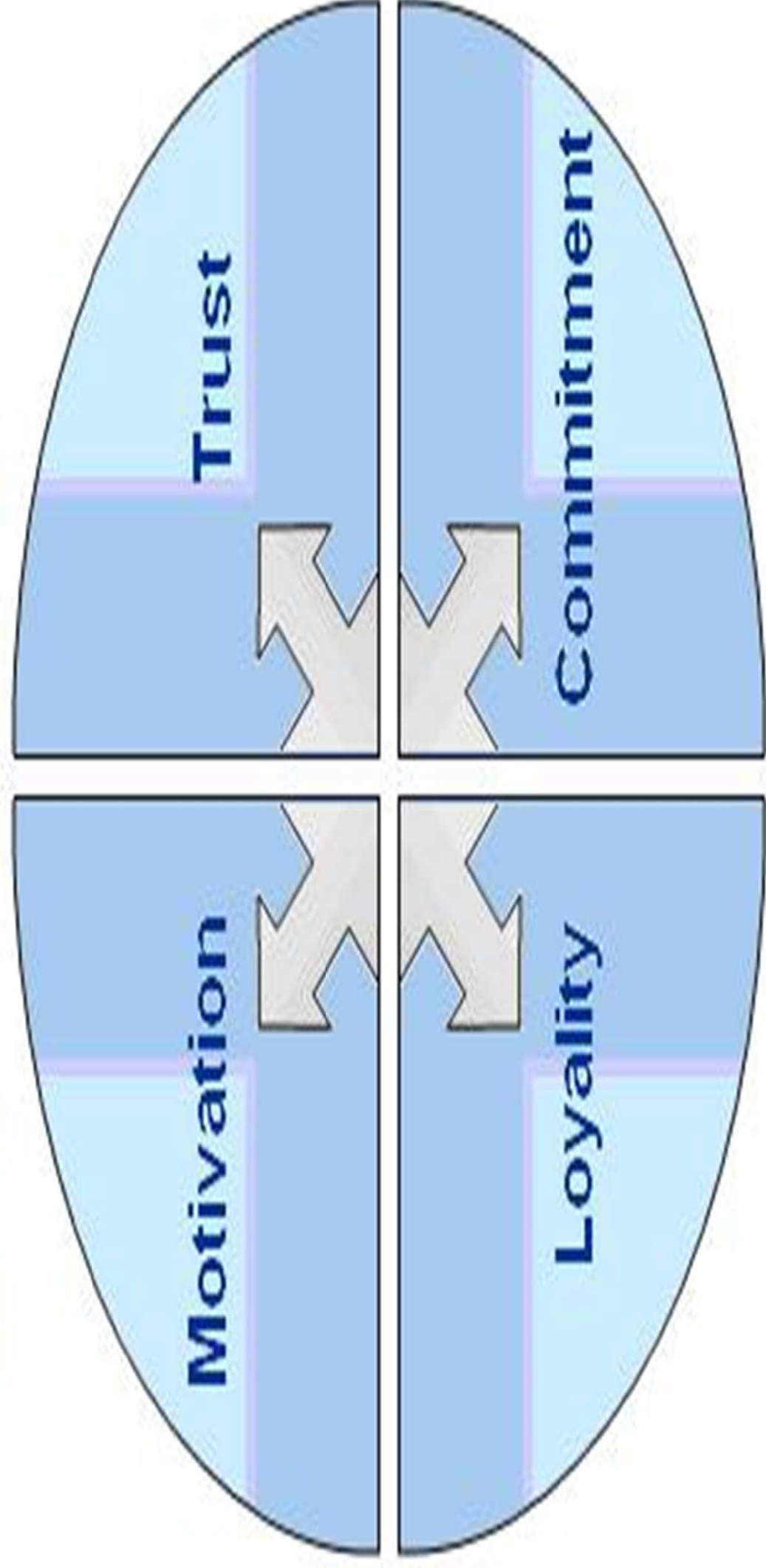
This union condemns the actions of the medical department in the strongest possible terms.”

B. Y. Branch Secretary



So Employees should be ok with it, yes?

Employee Engagement



EMOTIONAL
Intrinsic

PURPOSE

TRUST

GROWTH

FUN

CUSTOMER FOCUS

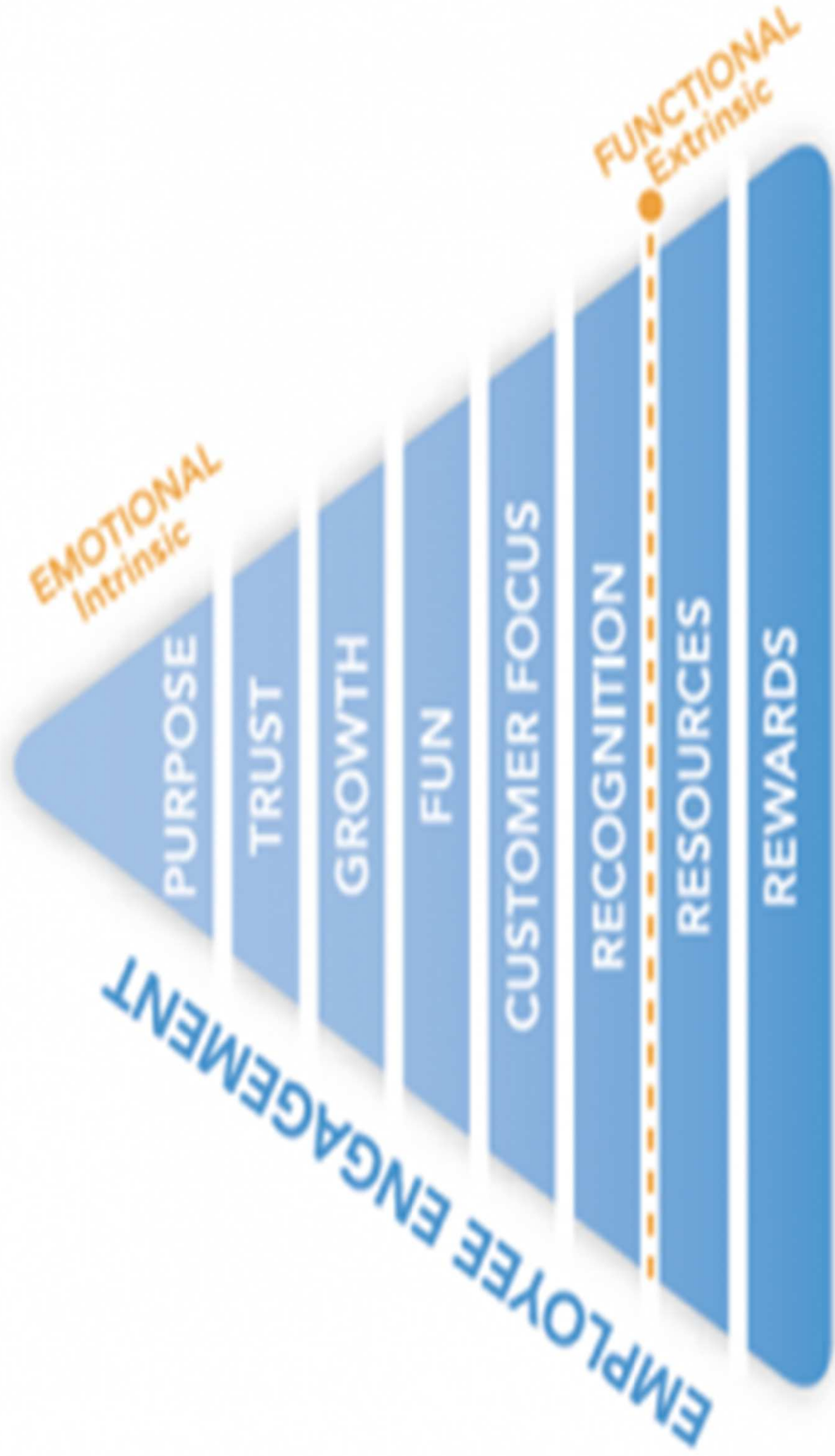
RECOGNITION

RESOURCES

REWARDS

FUNCTIONAL
Extrinsic

EMPLOYEE ENGAGEMENT



What's the 'Story' with Workplace Testing?

Industry, and employer rhetoric

Legislation, guidelines, policies

But what do employees hear?

What story needs to be told?

How should it be delivered?

Who is the central character and why?

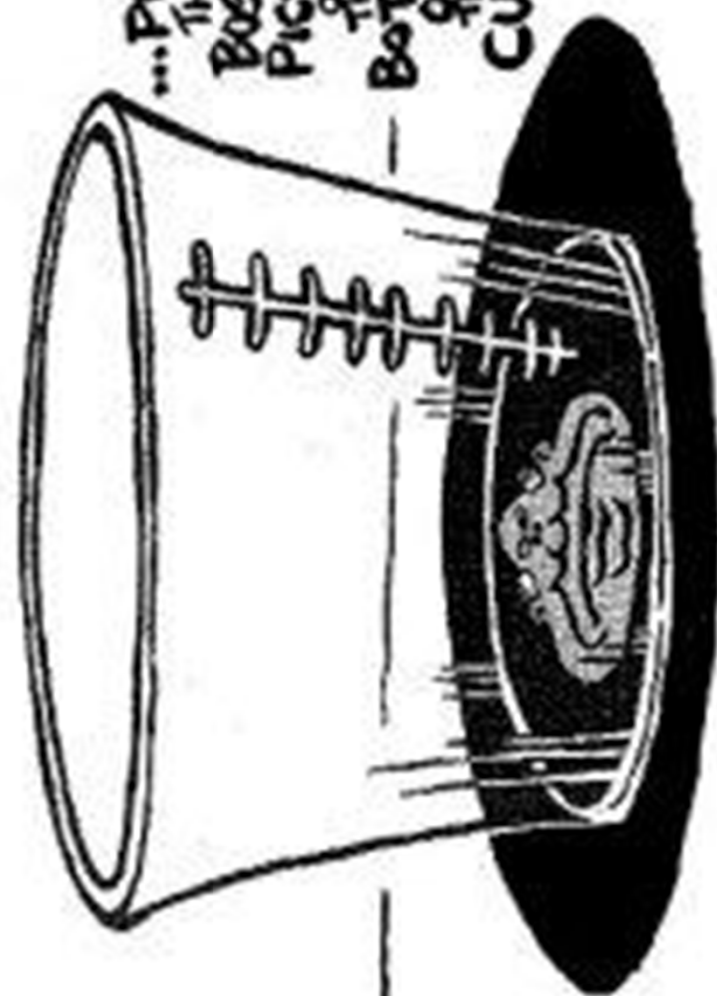
Can we achieve a 'happy ever after' ending?





PROTECT YOUR Employees
Business
Reputation

HOW
TO
PROMOTE
DRUG
TESTING...



...PUT
THE
BOSSSES'
PICTURES
ON
THE
BOTTOM
OF
THE
CUP!!

WEEK