

Vienna, EWDTS 2013

Random Testing: Per Björklöv

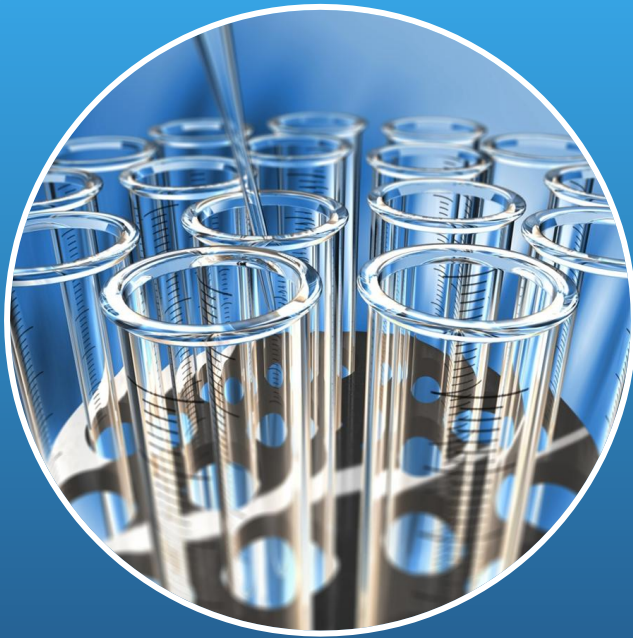
Accompanied by: Gary McCutcheon and Colin Woods

Random Testing

- Why random testing?
- Processes in Sweden, UK and USA
- Words from Gary McCutcheon and Colin Woods



Different Reasons to Test (Sweden)



Random	58.0 %
Pre-Employment	34.0 %
Reasonable Cause	1.0 %
Rehab	2.0 %
Accident	0.7 %
Other Reasons	4.0 %

More than half of all tests done in Sweden are random!

In Europe



- Sweden - Random allowed
Pre-employment allowed
- Netherlands - Random allowed
Pre-employment not allowed
- Finland - Random not allowed
Pre-employment allowed
- Germany....Norway...UK?
- All bigger international oil companies have random testing in their A & D policy...



Why Random?

- A balance between integrity and health/safety
- To motivate and find



Roadside Testing Example:

- Drivers change behavior
- They don't drive drunk



The Random Idea!

- Implementing a random testing program deters
- Less people will use drugs or alcohol as they do not want to get caught
- Some people will continue to use and will get caught

Sweden



- General Idea: a person should have the feeling that he/she can be tested any day/time in the workplace
- Different ways to achieve
- Customization for each workplace
- Mobile collectors

Random: Airport Coaches

- Random date/time
- Test every driver who passes a point/terminal



Random: Ferry Line

- Receive crew list with no names
- Random program picks certain numbers
- Captain is always tested

100 BFH
101 ÖST
102 2 ST
120 MTR
121 MTR
122 MTR
123 MTR
200 TC
201 1 FI
202 2 FI
203 2 FI
204 ELI



The background consists of several overlapping, semi-transparent blue shapes in various shades, creating a layered, abstract effect. The colors range from a deep navy blue to a light sky blue.

U.S.

Random Program Guidelines

Random Testing in the U.S.

DOT

- Random testing must be conducted pursuant to federal guidelines for each program/policy type
- Testing rates vary for different policies
- Employers may implement random programs that *exceed* DOT requirements

Non-DOT

- Non-DOT employers may set their own requirements for random testing
 - Random testing frequency
 - Drug/alcohol testing rates
- Random testing is a recommended practice
 - Proven deterrent to workplace substance abuse

DOT Random Testing Rates

DOT OPERATING ADMINISTRATION	DRUG TESTING RATE	ALCOHOL TESTING RATE
United States Coast Guard - USCG	50%	Not Applicable
Federal Motor Carrier Safety Administration - FMCSA	50%	10%
Pipeline Hazardous Material Safety Administration - PHMSA	25%	Not Applicable
Federal Railroad Administration (FRA)	25%	10%
Federal Aviation Administration (FAA)	25%	10%
Federal Transit Administration (FTA)	25%	10%

- Employee has until the end of each quarter to complete random testing
- Required DISA testing forms must accompany employee to collection site
- Employee can not be notified more than 30 minutes plus reasonable travel time prior to test

The background is a blue gradient with several overlapping, semi-transparent shapes that create a sense of depth and movement. The colors range from a deep navy blue to a light sky blue.

UK

Random Testing

Case Study

Toxicology collections 2010 - 2012

