Random Testing: Per Björklöv
Accompanied by: Gary McCutheon 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
Swedén

- 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

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<th>100 BFH</th>
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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**

<table>
<thead>
<tr>
<th>DOT OPERATING ADMINISTRATION</th>
<th>DRUG TESTING RATE</th>
<th>ALCOHOL TESTING RATE</th>
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<tbody>
<tr>
<td>United States Coast Guard - USCG</td>
<td>50%</td>
<td>Not Applicable</td>
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<tr>
<td>Federal Motor Carrier Safety Administration - FMCSA</td>
<td>50%</td>
<td>10%</td>
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<tr>
<td>Pipeline Hazardous Material Safety Administration - PHMSA</td>
<td>25%</td>
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<td>Federal Railroad Administration (FRA)</td>
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<td>Federal Aviation Administration (FAA)</td>
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<tr>
<td>Federal Transit Administration (FTA)</td>
<td>25%</td>
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- 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
UK
Random Testing
Case Study

Toxicology collections 2010 - 2012

Donors / Percentage positive

Collection date

Number of donors per collection