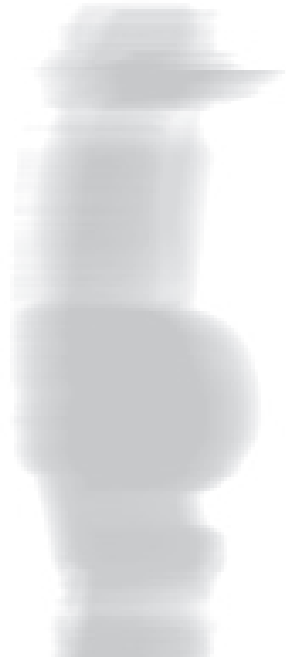




Drug and Alcohol Screenings

Assisting employers to screen for drug and alcohol use in the workplace



Why use Active Working Solutions for alcohol & drug screenings in your workplace?

As a provider, AWS is an organisation that endeavours to provide employers with an extensive range of services and solutions that can assist in the management of human capital.

We have a team of qualified professionals including trainers, organisational and counselling psychologists, occupational therapists, rehabilitation counsellors and exercise physiologists, all of which specialise in assisting organisations in achieving maximum performance and potential.

ACTIVE WORKING SOLUTIONS

Building healthy organisations through healthy individuals.™



For more information or if you would like to refer to Active Working Solutions:

- Toll Free Phone **1300 132 990**
- Toll Free Fax **1300 132 991**, or
- Email reception@activeworkingsolutions.com.au

Visit our website for our office locations:

www.activeworkingsolutions.com.au

EMPLOYER ADVANTAGES:

Random drug and alcohol screenings on worksites has many advantages. These include potential:

- reduction of on-the-job incidents
- reduction of employee turnover and absenteeism
- reduction of employee drug use
- reduction of workers compensation premiums, legal costs and exposure
- improved quality and productivity
- creation of a better work environment.

It also enables employers to comply with their obligation under the current Occupational Health and Safety Act to ensure the health, safety and welfare of employees, visitors and contractors at work. Employers are required to take practical measures to protect workers in relation to health safety and welfare.

ASSESSMENT PROCESS:

The initial screening process will involve our fully qualified nurses and other allied health professionals obtaining a urine sample and be present when the employees provide a breath sample (using skilled breath analysis equipment). A dipstick assessment will be used to test for marijuana and the breath sample will be used to screen for positive signs of alcohol. Staff will also be asked to list all prescription/non-prescription medications and supplements they may be taking to avoid false positive results.

The immediate results will be provided to onsite supervisors who will then provide the results to the employee. The sample will be thoroughly screened in a Pathology laboratory and a report will be provided the following morning after the sample is collected. To confirm a positive result in the laboratory another battery of tests will be performed in order to comply with Australian standards.

Strict *chain of custody* protocols are utilised in accordance with Australian Standards. These procedures are designed to protect sample integrity, avoid tampering and claims of misinterpretation.

NB - Onsite dipstick testing has a high level of inaccuracy and is not recommended.

REPORTS (WRITTEN AND VERBAL):

For the immediate screening process, the results will be provided immediately to the onsite supervisor. After the laboratory has performed the assessments (according to Australian Standards) the report will be forwarded to the client via email the following morning. It is understood that a minimum of 5 assessments will be completed at one site in one appointment.

For more information contact and AWS representative: phone toll free on **1300 132 990** or email reception@activeworkingsolutions.com.au.