



# Drug Test Parameters

## The Legal Parameters for Drugs of Abuse Testing

In Australia, the practice of drug testing employees in the workplace primarily occurs within industries where work can be safety-sensitive, such as mining or transport. In some industries, such as aviation, drug testing of those in safety-sensitive positions is mandated by legislation.

Drug testing is also applicable in other circumstances, including social services, prisons and correctional facilities, in sports and for medical or legal purposes.

A drug and alcohol policy and procedure is developed in response to an organisation's legal obligations. Therefore, you should refer to the drug and alcohol policy and procedure of your particular organisation.

### Duty of Care

When collecting specimens for drugs of abuse testing, collectors must demonstrate a duty of care to the specimen donor and the requesting authority. Collectors must take reasonable action to provide a safe testing environment to donors. They also have a duty of care to inform the employer of donors who self disclose illicit drug use, regardless of when it was taken.

### Informed Consent

Testing can only be conducted after donors give informed consent to be tested. The donor must be aware of the reason for the test, must understand that it is to determine whether certain drugs have been used, and have an overview of what will happen to the collected specimen.

### Work Role Boundaries

Specimen collectors must recognise boundaries of responsibilities and limited skills. They should refer any problems or difficulties that may arise to their supervisor, a pathologist or other appropriate health professional.



### Mandatory Reporting

You have a responsibility to recognise and report any breaches of workplace policy and procedure in relation to alcohol and other drugs (AOD), incidents or unethical conduct that you observe or suspect. It is important to learn what constitutes a breach of workplace AOD procedures. Make sure you are familiar with workplace ethical codes, workplace AOD policies and procedures as well as the legal requirements and duty of care obligations of your work and donors' rights.

### Disclosure and Records Management

Specimen collectors may disclose information to others only with the consent of the donor or where specified in the workplace drug and alcohol policy and procedure. They have a responsibility to ensure all drug test forms are accurate and adhere to organisational procedures and guidelines.

The facility must reconcile screening results obtained on-site with the confirmatory results generated by the referral laboratory. A copy of all results must be maintained by the collection facility. Donors' drug test information must be destroyed in a secure way at the appropriate time. Your state or territory legislation will dictate how long records must be kept before they can be destroyed.

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