A SYSTEMATIC APPROACH TO HEALTH AND SAFETY AND DRUG & ALCOHOL ISSUES MANAGEMENT
WHO ARE WE
Risk Minimisation Through Identification, Investigation, Education and Preventative Management”

• Only NZ Company Who Provide An Integrated OSH Plus Drug And Alcohol Management Programme

• Provide National Coverage

• Category One Major Providers Of OSH NZQA and Literacy & Numeracy Certified Training To Largest ITOs In New Zealand

• Largest Commercial Drug Dog Team In New Zealand

• Major Provider of Saliva and Urine Drug Testing Services
THE Risk Management Group Limited
INTEGRATED APPROACH

1) Formulate Policy & Procedures
2) Change Culture Through Employee Education
3) Implement Drug Deterrent Strategies
4) Introduce Drug Testing Programmes
5) Investigate Issues Raised
6) Rehabilitate Where Appropriate
7) OSH Systems Compliance Audits
WHAT THE ACT REQUIRES

The emphasis of the law is on the systematic management of health and safety at work. It requires employers and others to maintain safe working environments, and implement sound practice.

Under the Health and Safety in Employment Act 1992, employers have an obligation to take "all practicable steps" to ensure the safety of employees while at work.

The Courts have interpreted this obligation as meaning employers should be alerted to potential hazards and take measures to prevent injury and accidents.

BUT IT IS NOT WORKING
INJURY & DEATH REDUCTION TRIANGLE
WHAT IS MOST EFFECTIVE?

HEALTH & SAFETY AWARENESS TRAINING
(Inc Hazard Identification, RSI, Drug & Alcohol Awareness)

70%
Drug Dog Deterrent
20%
Drug Testing
10%
So Let Us Get Rid Of A Myth

• Drug Testing Isn’t The Answer!

An employment drug tester says around 70 per cent of those they test prove positive for cannabis.
"The national average is 71 per cent cannabis positive rate.
"18 per cent is opiates which is codeine, morphine, and opium
Who Are They Testing?

**CANNABIS USE**

14.6% of the population

*Source – UN Drug report 25 June 2012*

‘P’ USERS *(METHAMPHETAMINE)*

2% of Population

*Source – NZ Herald May 16 2009*
Drug Testing Urine Or Saliva?

- Habitual Use Urine Always Use For Pre-Employment
  - URINE
    - ALCOHOL
    - METH/AMPHETAMINE
    - BARBITURATES
    - BENZODIAZEPINES
    - COCAINE & METABOLITES
    - CODEINE & MORPHINE
    - OPIATES
    - MARIJUANA (THC)
    - PCP (PHENCYCLIDINE)
    - TRICYCLIC ANTIDEPRESSANTS
    - 6-12 HOURS
    - 2- 4 DAYS
    - 3 – 4 DAYS
    - 3 – 8 DAYS
    - 2- 3 DAYS
    - 2- 3 DAYS
    - 2- 3 DAYS
    - 10 – 30 DAYS*
    - 3 – 8 DAYS
    - 5 – 7 DAYS
Post Incident, Just Cause, Random

- **Current Impairment Saliva**
  - Alcohol 6 Hours
  - Meth/Amphetamine 6 Hours
  - Barbiturates 6 Hours
  - Benzodiazepines 6 Hours
  - Cocaine & Metabolites 6 Hours
  - Codeine & Morphine 6 Hours
  - Opiates 6 Hours
  - Marijuana (THC) 6 Hours
  - PCP & Tricyclic's 6 Hours
The Work Vs Social Life Dilemma

• The Employer Can And Should Prevent:
  • IMPAIRMENT AT WORK
  • It CANNOT
• Control Social Life

• Fair Work Australia: the proposed introduction of urine testing by Endeavour Energy would be unjust and unreasonable.
• Not only is urine testing potentially less capable of identifying someone who is under the influence of cannabis, but it also has the disadvantage that it may show a positive result even though it is several days since a person has smoked the substance. This means that a person may be found to have breached the policy even though the actions were taken in their own time and in no way affect the capacity to do their job safely. In the circumstances where oral fluid testing - which does not have this disadvantage - is readily available, I find that the introduction of urine testing by the applicant would be unjust and unreasonable.
KEY BENEFITS OF SALIVA TESTING

• ANY ONE, ANY WHERE, ANY TIME
• NON-INVASIVE
• TESTS FOR ALCOHOL IMPAIRMENT AND SYNTHETICS
• COMPLIES WITH RECENT LEGAL DECISIONS
• MEETS RELEVANT ACCURACY STANDARDS
• DOES NOT REQUIRE SPECIAL FACILITIES
• MUCH MORE COST EFFECTIVE THAN URINE TESTING
• OWN STAFF EASILY AND QUICKLY TRAINED TO ADMINISTER

• MOST IMPORTANTLY TESTS ONLY FOR CURRENT IMPAIRMENT
Purpose-bred client friendly drug detection dogs are the first, least invasive and most visible line of defence in the battle to keep drugs out of the workplace.

They are non-invasive - they inspect premises, not people as they utilise specialised methods of detecting drugs carried by people. They are deliberately low-key in their approach.

Disruption is minimal and rights of individuals always respected.

STOPS DRUGS GETTING ON SITE
SO THE STRATEGY

• Use Pre-employment drug testing to keep hard-core users out of your workforce

• Use Saliva for impairment as most regular cost-effective compliant deterrent.

• Use Drug Dogs to keep drugs off work sites

• But the key is to educate staff about all hazards and unsafe work methods

• Which Is How The Independent Taskforce On Health and Safety sees it
“developing a comprehensive and targeted public health and safety awareness programme to change behaviours, norms, culture and tolerance of poor practice. This programme should be linked to a compliance strategy and specific compliance activity”

“a comprehensive embedding of workplace health and safety into the education and training system at all levels to support up-skilling of the workforce generally”

“ensure that the new agency’s compliance activity is focused on Harm Prevention”
Who Is Most At Risk?

Five industries – manufacturing, construction, agriculture, forestry and fishing – account for more than half of all workplace injury entitlement claims.

Work-related injury claims, occupational disease data and fatality figures show that Māori workers, Pacific workers and workers of other ethnicities are more likely to be seriously injured at work. Other vulnerable groups include males, youth, older people, the self-employed and workers with low literacy and numeracy skills.

There is a lethal nexus between high-risk population groups and high-risk industries.
Key Failings

A weak regulator  
This Will Change!

Poor worker engagement  
This Requires Knowledge

Capability shortcomings  
This Requires Knowledge

Risk tolerant culture  
This Requires Change

Specific at-risk populations  This is YOU

ALL OF WHICH NEEDS CULTURAL CHANGE THROUGH EDUCATION
The Taskforce Vision Includes

A robust level of capacity and capability:

Our vision is that safety is an integral part of everybody’s personal and workplace values. Our education system (from school to the vocational and tertiary sectors) supports the development of higher levels of awareness of health and safety risks, rights and obligations, and how to manage risk safely.

Genuine and effective worker participation:

Active worker participation’ means that workers have the training, support and knowledge to enable them to participate.

High-risk population groups are targeted effectively:

targeted actions to changing unacceptable workplace health and safety practices and improving outcomes, e.g. literacy, language and communication skills training targeted to higher-risk workers with literacy skill gaps in firms in high-risk industries.
Levers For Change Include

Knowledge levers

An effective workplace health and safety system requires all participants to have high levels of knowledge about health and safety, and reinforces the value of that knowledge. Participants need to understand their obligations and rights, and how to achieve good outcomes.

Information quality and learning

Taskforce recommends that health and safety learning is embedded in the nation’s education and training systems. Health and safety standards should be embedded in all academic and vocational training at levels 1-6 of the New Zealand Qualifications Framework (NZQF)
Training To Change Culture

National Certificate in Occupational Health and Safety (Workplace Safety) (Level 1)

Health & Safety Representatives Level 2

National Certificate in Occupational Health and Safety Level 3 Version 5

Literacy And Numeracy Skills

First Line Management

LCP, SCP and Stand Alone Programmes
Typical Training Units

• Demonstrate Knowledge Of Workplace Health & Safety
• DKO Drug and Alcohol & Related Problems In Workplace
• Describe Hazard ID & Risk Assessment
• DKO Of Prevention & Management Of Discomfort, Pain & Injury
• Undertake Job Safety Analysis
• Apply Safe Work Practices

• All leading to NZQA Certificates
Benefits Of OSH Training

• Significant Reduction In Accidents & Sickness

• Increased Productivity

• Reduced ACC Costs and Easier ACC Audits

• Motivated Staff Gaining NZQA Qualifications

• Increased Engagement
And The Really Good News

- Major Industry Training Organisations Provide Funding Through Registered PTEs that mean training is **Cost Neutral**
- Literacy & Numeracy Always Cost Neutral

**IT WORKS**

- Our Trained Clients Do Not Have 71% Non-Negative Drug Testing Results!
IN SUMMARY THE ISSUES MANAGEMENT LOOP

1. Audit and Amendment Loop
2. Formulate Policy
3. Change Culture Thru Education
4. Introduce Drug Dog Deterrent
5. Introduce Drug Testing Programmes
6. Investigate Issues Raised
7. Rehabilitation Programmes

The Issues Management Loop includes risk management, rehabilitation programmes, and drug testing programmes to address issues raised.
ANY QUESTIONS

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