

Guidance for Managing Drug and Alcohol-Related Risks in Adventure Activities

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HĪKINA WHAKATUTUKI

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The Ministry of Business, Innovation and Employment

PO Box 3705

Wellington 6140

New Zealand

www.mbie.govt.nz

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Introduction

Adventure activities are an important part of the New Zealand experience for many people. The Health and Safety in Employment (Adventure Activities) Regulations 2011 (the regulations) aim to give greater safety assurance to adventure activities participants and to protect New Zealand's reputation as a tourist destination.

The regulations require safety audit providers to work to a recognised safety audit standard. This standard requires safety auditors to confirm that a workplace has established procedures to manage drug and alcohol impairment of any person involved in the adventure activity. Operators need to satisfy the auditor that they meet this standard.

This document provides guidance for managing drug and alcohol-related risks in adventure activity workplaces. It helps you determine the best way to manage drug and alcohol-related safety risks in your organisation.

In adventure activity operations, the management of drug and alcohol-related risks is critical to ensure the safety of all people involved. Adventure activities deliberately place clients at risk, which must be managed by the persons providing the activity. This includes guides and instructors who lead the activity, along with managers and directors. It also requires the management of drug and alcohol impairment of participants in the activities.

The objective in managing drug and alcohol-related risks is that operators provide adventure activities safely, so you must take an appropriate approach that ensures impairment doesn't exist.

In this guidance document, staff means employees, contractors, and volunteers as appropriate.

The legislation

Legislation relevant to drug and alcohol policies includes the Health and Safety in Employment Act 1992, the Maritime Transport Act 1994, and the Civil Aviation Act 1990, plus regulations and rules made under those Acts.

The Health and Safety in Employment Act 1992

All workplaces, including adventure activities workplaces, must comply with the Health and Safety in Employment Act 1992 (the HSE Act).

The HSE Act requires employers to take all practicable steps to identify and manage hazards in their workplaces. The HSE Act defines a hazard as:

- (a) an activity, arrangement, circumstance, event, occurrence, phenomenon, process, situation, or **substance** (whether arising or caused within or outside a place of work) that is an actual or potential cause or source of harm; and
- (b) includes a situation where a person's behavior may be an actual or potential cause or source of harm to the person or another person; and without limitation, a situation described in subparagraph (i) resulting from physical or mental fatigue, **drugs, alcohol**, traumatic shock, or another temporary condition that affects a person's behavior

The HSE Act requires all employers to identify drug and alcohol use as a hazard and to manage that hazard.

The Health and Safety in Employment (Adventure Activities) Regulations 2011

The regulations apply to commercial adventure activities. Information on what is in or out of scope of the regulations is set out at: www.business.govt.nz/healthandsafetygroup/information-guidance

The regulations require commercial adventure activities operators to pass a safety audit by a recognised safety auditor in order to be registered. This aims to ensure that operators don't operate with inadequate safety systems.

The drug and alcohol amendment

This amendment to the Adventure Activities Regulations requires operators to manage the risks of drug and alcohol use by operators, employees, or other persons who provide adventure activities.

A safety auditor will expect to see evidence that operators are managing the drug and alcohol risk in their workplaces, starting with a clear drug and alcohol policy in their safety management plan.

Consistency across the adventure activities industry

Some activities such as adventure aviation and certain water-based adventure activities aren't subject to the regulations. However, Maritime New Zealand and the Civil Aviation Authority have enacted equivalent rules to ensure consistency across jurisdictions.

If you operate in their jurisdictions, you should refer to their websites.

Maritime rules

Maritime rules are made under the Maritime Transport Act 1994.

- *Part 81: Commercial Rafting Operations* explicitly states that operators must have a safe operational plan, which must describe how the operator will manage the risks associated with drug and alcohol impairment.
- *Part 82: Commercial Jet Boat Operations – Rivers* amendment makes an explicit reference to drug and alcohol-related safety risks. It defines ‘impaired’¹ and requires operators to ensure that a driver is fit to work and doesn’t drive when impaired.

Civil Aviation rule

Civil Aviation Rules are made under the Civil Aviation Act 1990.

- *Civil Aviation Rule Part 115: Adventure Aviation, Initial Issue – Certification and Operations* amendment also makes an explicit reference to drug and alcohol-related safety risks.

How do drugs and alcohol affect the workplace?

The use of drugs and alcohol, even if consumed outside work hours, can lead to staff impairment while at work. Poor concentration, carelessness, fatigue, risk-taking behaviour, and errors in judgement can occur. Misuse of drugs and alcohol not only affects work performance, but also results in higher rates of injuries, fatalities, and absenteeism.

Managing the drug and alcohol hazard includes:

- Managing medicines (including prescription and over-the-counter medicines, eg a medicated staff member may be prone to drowsiness and may be unfit to perform safety sensitive tasks.
- Managing the impairment of staff by alcohol or recreational drug use.
- Managing clients whose judgement or performance may be impaired by drugs or alcohol.

What are safety-sensitive tasks?

Safety-sensitive tasks are ones where impaired performance, for whatever reason, could result in an incident affecting the safety of staff or participants.

You must consider whether a staff member performing a task poses a risk of significant harm to themselves or others.

Guiding or instructing an adventure activity is safety sensitive because of the activity’s inherent risk. Other safety-sensitive roles include:

- Driving at all times, not only when shuttling participants.
- Emergency response roles, which may include all staff in an operation.

What is an appropriate approach?

In order to pass a safety audit, you need to satisfy the auditor that you’re taking the appropriate level of action for the level of activity risk and the level of workforce risk in your operation.

You, the operator, need to determine the level of risk in your operation.

¹ Impaired means affected by fatigue, injury, medical condition, or by the consumption of drugs and alcohol to such a degree that the person may be a risk to the safety of himself or herself or any other person.

1. Determine the level of activity risk

The first task is to determine the level of activity risk. The nature of the activity is critical to this task.

Are there significant hazards that can't be eliminated or isolated and, if so, how well can they be minimised and monitored? Typically, adventure activities involve risks that can't be eliminated or isolated, so operators must manage these risks.

2. Determine the level of workforce risk

Once you've determined the level of activity risk, you should ask:

- What is the nature of your workforce?
 - Are they diverse, numerous, seasonal staff who aren't well known to you, or are they a small number of long-term staff you know well?
 - Are there many staff in the 18–25 year-old age bracket?
 - Is the workforce predominantly male?
 - Do you have staff with a known history of drugs or alcohol misuse, eg drink-driving convictions?
 - Do drug and alcohol misuse statistics indicate that where you operate has a heightened risk, eg a resort town?
 - Are there other workforce factors that heighten your risk, such as your safety culture, particularly whether staff take a team responsibility?
- Which staff are involved in work roles that are safety sensitive and whose performance directly affects participant safety? Not all staff will have the same level of responsibility for safety but any driving activity is safety sensitive.

Justify your approach

The nature of your activity and the nature of your workforce should determine what the appropriate approach is for your organisation.

There are case studies in this document that could help you develop your approach. You must be able to justify your approach based on the level of risk from drug and alcohol impairment that you and your staff have identified.

How to manage

You must develop a drug and alcohol policy and you may choose to include a clause on drug testing in your employment agreements, although drug testing isn't an appropriate approach for all operators, eg see the *Low-risk operator* case study where staff numbers are small and staff are well known.

Develop a drug and alcohol policy

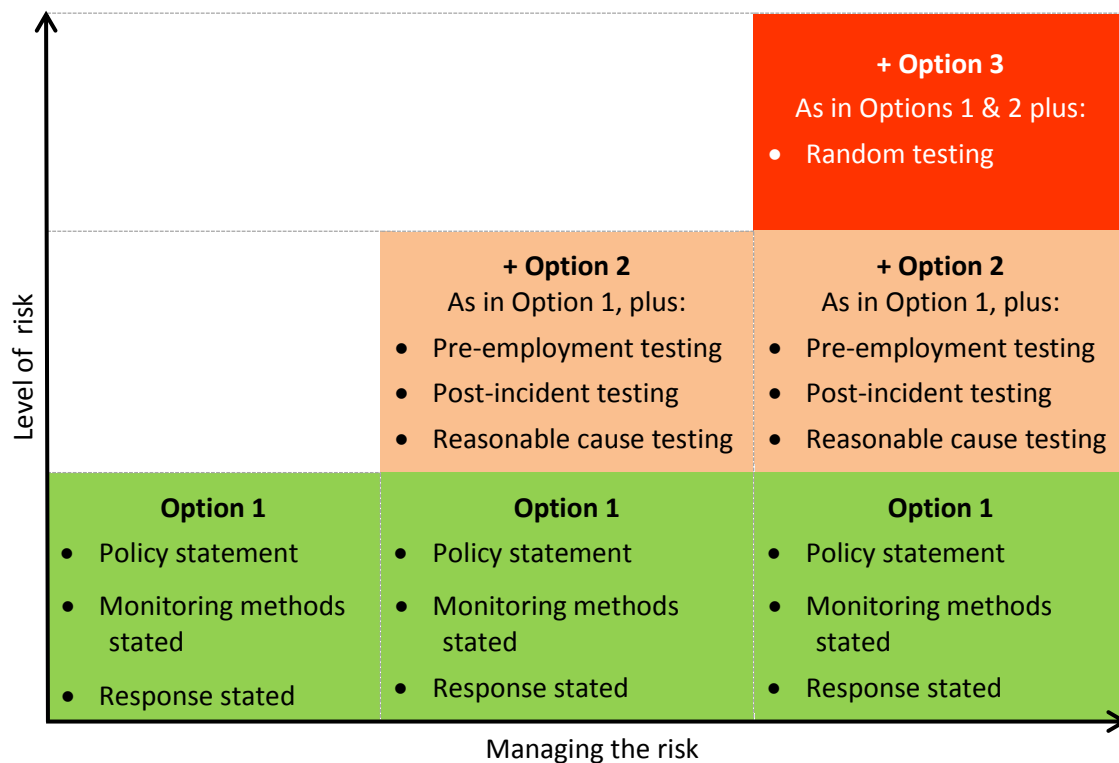
You need to develop a drug and alcohol policy to ensure staff understand your expectations for maintaining a drug and alcohol-free workplace. In developing your policy, you should focus on consultation with staff and on good faith, especially if the policy is to include drug and alcohol testing.

Developing a policy is more complicated than simply stopping work, banning drugs and alcohol from the workplace, or suggesting staff abstain in their lives beyond work. The policy will include how you monitor and how you respond. Effective management identifies and deals with the immediate safety situation, and then deals with the issue on a long-term basis to identify and manage repeat behaviour. The aim of the policy should be prevention, education, training and, ideally, rehabilitation.

A range of options

The regulations allow for a range of options across the sector to managing the drug and alcohol risk, from a simple policy with no testing to a detailed policy with random testing.

Although the risk doesn't break down into neat categories, you could approach the task this way:



Sending a signal

Pre-employment testing signals to the workforce that the operator is serious about managing the drug and alcohol hazard. It's becoming normal for operators to set the tone by stating in their job vacancy advertisements that there will be pre-employment testing – a form of branding.

Some operators prefer to weight random testing and not require pre-employment testing, which is acceptable if it's well planned and practicable. However, they miss the opportunity for an upfront statement of their intent.

Increasingly, operators are requiring pre-employment testing as well as other forms of testing.

For more information, see *Case studies* and *Resources*.

Safety culture is key

The organisation's safety culture is the most important element in managing the use of drugs and alcohol. Without a positive culture, making rules and procedures effective is impossible.

It's important to involve staff (or their representatives) from all levels of the organisation. Employers and staff should jointly assess the effects of drug and alcohol use in the workplace and develop a written policy that is consistent and fair to all. Most importantly, you must get staff buy-in to ensure the success of the policy.

Senior staff should be leaders in building and maintaining the company culture. When new staff start, senior staff should welcome them but be quick to identify anything that could threaten safety and the reputation they've been part of building.

For further information, see *Resources*.

Staff contract or agreement

If you decide that drug and alcohol testing is appropriate for your organisation, you're advised to include a clause on testing in the employment agreements of those staff who are working in safety-sensitive roles. This will clarify that staff are consenting to drug and alcohol testing. It may be advisable to extend this to contractors. For more information, see *Resources*.

Staff have responsibilities under the HSE Act to manage hazards (including drug and alcohol impairment) regardless of any drug and alcohol-testing clause in their employment agreement. However, a specific drug and alcohol clause draws both parties' attention to areas where particular care might be needed and where testing will be undertaken.

How to monitor

The HSE Act requires you to monitor all hazards that you can't eliminate or isolate, and the drug and alcohol hazard is no exception.

Your monitoring policy

Your policy should indicate how you'll monitor the drug and alcohol hazard.

If an employer suspects that a staff member is using drugs, it's recommended that, as a first step, both parties attempt to resolve the issue by talking about the problem.

If drug and alcohol testing is an appropriate option for your operation, you need to plan when and how you will implement it (see *How to respond*).

Evidence of monitoring

Where practicable, you should provide evidence that you're monitoring the hazard. This may involve meeting notes, notes from field monitoring of staff, or testing records where testing is part of the organisation's policy.

How to respond

How you respond to staff impairment due to drugs or alcohol is a critical element in your safety management plan.

Your response policy

Your policy should state should include:

- Your response if a staff member:

- shows signs of being affected by drugs, or
- is convicted of a drugs or alcohol offence, or
- has recently been involved in a workplace accident or near miss.
- If you plan to test, how you will test.

Note: Testing may not be an appropriate approach for organisations that identify a low risk.
- What safety action you'll take immediately, eg standing down a staff member if you suspect they're impaired.
- What actions you'll take if you receive a positive result, eg a review of whether the staff member should perform a safety-sensitive role.
- What long-term actions you'll take, including support for an affected staff member.

Reasonable cause

An employer may require a staff member to be tested because there is reasonable cause or reasonable grounds for suspecting they're impaired while at work. This includes factors such as the staff member being:

- Involved in a workplace accident or near miss, eg a lapse of concentration when driving.
- Unreliable, eg being absent or late regularly, or an inability to remember instructions.
- Performing poorly, eg poor judgement and decision making, reduced reaction times and efficiency, or increased error rates.

In such cases, testing may be a practicable step but, in deciding whether to test, you must first give the staff member the opportunity to comment. It may reduce any question of bias if more than one person makes a decision to require a post-incident test. Your safety management plan should state who will make the decision.

Fatigue

Sometimes, signs of drugs and alcohol misuse are signs of general fatigue. Even if you accept that in a particular case fatigue is the cause of poor performance and testing isn't appropriate, it's still important to stand down the staff member from safety-sensitive tasks.

Post-incident testing

Increasingly, post-incident testing is a standard procedure. However, there may be higher priorities than testing, at least initially, eg first aid, trauma management, and evacuation.

If the police are involved, they'll sometimes test at an accident scene. In other situations you must decide what is an appropriate time after the incident to test. In making this decision you should consider the length of time alcohol and drugs are present in a person's system. See the table below for more information.

Random testing

Random testing should only be conducted when staff are working in safety-sensitive roles. The privacy rights of staff will outweigh an employer's wish to be consistent across all staff and random test any staff member irrespective of staff members' work roles.

If random testing isn't included in the employment agreement, you should obtain legal advice before you introduce random testing, including how you interpret 'random', eg personnel or sites, and how many people should be tested to achieve your goal. You may need informed consent from the staff who could be tested.

If you plan to include random testing in your safety management system, you should consider how you'll implement the policy if staff are working remotely for extended periods.

What to test for

Testing should cover alcohol and drugs, which includes the common drugs listed in the following table.

You should make staff aware that drugs can stay in their system for some time and that they need to be careful what they do out of work time as well as in work time.

Drugs	Can stay in the system for
Amphetamines Methamphetamine Ecstasy	6 days
Cocaine Opiates (including codeine)	2–5 days
Benzodiazepines	2–14 days
Cannabis	2–30 days

For more information on random testing, see *Resources*.

Testing results

Testing results are initially categorised as either negative or non-negative:

- A negative result means that drugs or alcohol haven't been detected.
- A non-negative sample means the initial test suggests there may be drugs or alcohol present.

Note: An additional confirmation test is required to establish a non-negative result as positive or not to make it conclusive. This is usually done in a laboratory.

If an initial test gives a non-negative result, as a precaution the situation must be treated as an impairment even though the test isn't conclusive. The person tested should cease working in safety-sensitive roles until they're considered no longer impaired.

How to test

If you plan to test, you need clear procedures on how you will test, paying particular attention to a staff member's right to privacy and confidentiality. You also need procedures that ensure the result is valid – sample collection procedures, the method of analysis, and the handling of test results.

Breath test

The standard initial test for alcohol impairment is breath testing. This can be done in the workplace using an approved testing device that meets the Australian Standard: AS 3547-1997 *Breath Alcohol Testing Devices for Personal Use*, although organisations typically prefer to use an external agency.

Urine test

The preferred initial test for drugs is a urine test, followed up if necessary by blood testing. The urine test standard is AS/NZS4308:2008 *Procedures for Specimen Collection and the Detection & Quantitation of Drugs of Abuse in Urine*. NZQA certification is required (Unit Standards 25458 and 25511).

Saliva test

It's expected that saliva testing will become more common as the reliability of the testing procedure improves. Saliva is less invasive and privacy is easier to maintain.

Saliva tests can be performed in any location and don't require a professional nurse or lab technician to conduct the test or read the results. In addition, the results appear very quickly, are low-cost, and are relatively non-invasive.

Currently, there is no New Zealand standard. Some operators use the Australian standard: AS4760–2006 *Procedures for specimen collection and the detection and quantitation of drugs in oral fluid*.

What to do if the result is positive

If the result is positive, you must give the staff member the opportunity to explain before deciding on an appropriate action.

Your safety management plan should note follow up actions with employees, such as education, disciplinary action and, ideally, rehabilitation. For information on education and rehabilitation, see *Resources*.

Case studies

The following case studies are examples of drug and alcohol policies in companies with a range of risk levels. They highlight the key principles involved – identifying and managing the risk.

The companies that have assessed their risks as medium or high-level have further documentation regarding testing in their employment agreements and safety management plans.

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- Outback New Zealand.
- Queenstown Rafting.
- Real Journeys.
- Ruapehu Alpine Lifts.

Use of the case studies

The case studies provide guidance for operators. However, copying and pasting a case study into a safety management system is unlikely to manage the risk well. How an operator develops a policy on the drug and alcohol risk may be just as important as the final policy.

Case study A

Low-risk operator

Determining the level of risk in our company

Activity risk

Our activity risk is at the lower end of risk compared to other activities covered by the Adventure Activities Regulations 2011.

Safety-sensitive roles

Guiding the tours is a safety-sensitive task, as is the shuttle driving and being the trip back-up safety person.

Workforce risk

We've assessed our workforce risk as low.

Personnel: Two permanent, full-time staff, both of whom are owner-operators.

- We're a couple and therefore know each other well.
- Our alcohol use is low – wine or a beer with dinner only. We don't use recreational drugs and we aren't using any regular medication.
- We're both over 40 years old.
- We live in a remote area that doesn't have a party culture.

Drug and alcohol hazard assessment

Impairment due to drugs and alcohol is a minor hazard in the company.

Our hazard management approach

Drug and alcohol policy

The company policy will operate a workplace free of impairment from drugs and alcohol.

This will involve us:

- Avoiding drugs and alcohol during working hours.
- Minimising our alcohol consumption in evenings before work days, particularly when we're scheduled to do a safety-sensitive task, or could be required to do so at short notice.
- Discussing any potential increase in the drug and alcohol hazard and monitoring each other, particularly when we're taking medication and after drinking alcohol the previous evening.
- Standing down from safety-sensitive roles if there is any doubt about the amount of alcohol consumed the previous evening.

Managing the drug and alcohol hazard with clients

We'll not permit a person to participate in one of our tours if we believe the person is affected by drugs or alcohol such that they may be a hazard to themselves or others.

How we will implement our policy

We communicate well with each other and expect our policy to be easy to enact without further documented procedures.

Reviewing our policy

The company policy is to review our hazard assessment pre-season and post-season, and if we decide to employ staff in future.

If the drug and alcohol hazard has increased in significance, we'll revise our policy to ensure that the hazard is managed.

Case study B

Medium-risk operator

Determining the level of risk in our company

Activity risk

We've assessed our tours as medium risk compared to other activities covered by the Adventure Activities Regulations 2011.

Safety-sensitive roles

Guiding the tours is a safety-sensitive task, as is the shuttle driving, and being the trip back-up safety person.

Workforce risk

We've assessed our workforce risk as medium.

Personnel: Eight staff plus the owner-operator.

- Staff are seasonal – four or five return each season and three or four are new.
- Staff alcohol use by our returning staff is low, but we're unsure of our new staff.
- We're unsure of recreational drugs use among some staff. Staff do party during the weekends and sometimes drink with clients after trips.
- Staff are mostly between 19 and 25 years old, with the exception of the owner-operator who is 40.
- There are five male employees and three female employees.
- The operation is based in a small town with a summer-season tourism focus.

Drug and alcohol hazard assessment

Although our workforce risk is medium, serious harm could result from working while impaired. Impairment due to drugs and alcohol is therefore a significant hazard in the company.

Our hazard management approach

Drug and alcohol policy

The company policy is to operate a workplace free of impairment from drugs and alcohol.

This will involve staff:

- Avoiding drugs and alcohol during working hours.
Note: With prior approval, staff may drink alcohol at social events in designated areas. Staff are responsible for remaining in a condition to be able to get home safely and for ensuring they're not in breach of this policy on their return to work.
- Carefully managing their alcohol consumption in evenings before working, particularly when scheduled to perform a safety-sensitive task, or when they could be required to do so at short notice.
- Disclosing any increase or potential increase in the drug and alcohol hazard.

- Monitoring each other, particularly when taking medication and after drinking alcohol the previous evening.
- Bringing concerns to the attention of senior staff immediately.
- Standing down from safety-sensitive roles if there is doubt about the amount of drugs or alcohol consumed the previous evening.
- Undergoing drug and alcohol testing as required.

Managing the drug and alcohol hazard with clients

We'll not permit a person to participate in our tours if we believe the person is affected by drugs or alcohol such that they may be a hazard to themselves or others.

How we will implement our policy

We will discuss the drug and alcohol hazard during induction, training and on-going staff meetings.

Drug and alcohol testing procedures

We'll use an external agency to conduct pre-employment testing, testing with reasonable cause, and post-incident drugs testing.

Seek advice on respecting employee rights under employment and privacy legislation, and the Bill of Rights, when you build testing requirements into your employment agreements, and specify testing procedures in your safety management plan.

We provide guidance to staff on what is considered to be reasonable cause for requiring a drugs test. This guidance is clear in staff employment agreements and is discussed during staff induction.

Seek advice on what grounds for reasonable cause would best suit your operation.

Reviewing our policy

The company policy is to review, together with staff, our hazard assessment both pre-season and post-season, and post-incident if relevant.

If the drug and alcohol hazard has increased in significance, we'll revise our policy to ensure that the hazard is managed.

Case study C

High-risk operator

Determining the level of risk in our company

Activity risk

Most activities are medium risk compared to other activities covered by the Adventure Activities Regulations 2011, but some activities are high risk.

Safety-sensitive roles

All staff are deemed to be in safety-sensitive roles because they could be called on in an emergency situation.

Workforce risk

We have assessed our workforce risk as high.

Personnel: 70+ employees.

- All but five staff are seasonal, about 30 of whom return each season.
- Staff alcohol use varies and is sometimes high among newer staff.
- Recreational drug use is likely among some newer staff.
- Staff ages vary but there is a large number in the 19–25 year old group.
- About 75% of staff are male.
- We're based in a town with a summer-season tourism focus. There are a number of bars and it's a party town during the summer.

Drug and alcohol hazard assessment

Impairment due to drugs and alcohol is a significant hazard in the company.

Our hazard management approach

Drug and alcohol policy

The company policy is to operate a workplace free of impairment from drugs and alcohol.

This will involve staff:

- Avoiding drugs and alcohol during working hours.
Note: With prior approval, staff may drink alcohol at social events in designated areas. Staff are responsible for remaining in a condition to be able to get home safely and for ensuring they're not in breach of this policy on their return to work.
- Carefully managing their alcohol consumption in evenings before working, particularly when scheduled to perform a safety-sensitive task, or when they could be required to do so at short notice.
- Disclosing any increase or potential increase in the drug and alcohol hazard.
- Undergoing drug and alcohol testing as required.
- Avoiding driving a company vehicle while under the influence of drugs or alcohol.

- Monitoring each other, particularly when taking medication and after drinking alcohol the previous evening.
- Bringing any concerns to the attention of senior staff immediately.
- Standing down from safety-sensitive roles if there is any doubt about the quantity of drugs and alcohol consumed the previous evening.
- Bringing concerns to the attention of senior staff immediately.

Managing the drug and alcohol hazard with clients

We'll not permit a person to participate in our activities if we believe the person is affected by drugs or alcohol such that they may be a hazard to themselves or others.

How we will implement our policy

We will discuss the drug and alcohol hazard during induction, training, and on-going staff meetings.

A drugs and alcohol-testing clause is in each employment contract. The clause notes that testing, at the company's expense, is implemented as follows:

- *Pre-employment.* Drugs testing for staff in safety-sensitive roles, which includes anyone who will drive a vehicle at work.
- *After an incident* (an accident or a near miss): At the manager's discretion.
- *Reasonable cause.* At the discretion of two managers when there is evidence of drug or alcohol impairment such as an alcohol smell or erratic behaviour. We may search staff property on the company's premises or vehicles if we have reasonable cause to believe that a staff member is impaired by drugs or alcohol.

Seek advice on what grounds for reasonable cause would best suit your operation.

- *Random.* Drug and alcohol tests for two to four staff in safety-sensitive roles each fortnight. Staff are selected by an independent, authorised service provider.

Seek advice on respecting employee rights under employment and privacy legislation, and the Bill of Rights, when you build testing requirements into your employment agreements, and specify testing procedures in your safety management plan.

Key information for staff

The company has a policy booklet, which is provided to each staff member. It contains a detailed set of drug-testing procedures (based on urine samples), and alcohol testing procedures (based on breath testing).

The following key points are a small selection from that booklet.

- Staff will be provided with an information session about the policy and the issues relating to the use of drugs and alcohol.
- Staff are responsible for ensuring they comply with this policy.
- Staff should discuss with their manager at an early stage any prescription drugs or medicines they're taking so their work tasks can be assessed.

- If a staff member cheats when taking a test, the company may take disciplinary action including dismissal.
- If a staff member refuses to take a test, the company will consider any explanation but, if it considers the explanation to be unreasonable, it may take disciplinary action including dismissal.
- Staff (employees but not contractors) will be offered the opportunity to join the drug and alcohol rehabilitation programme.

Reviewing our policy

The company policy is to review, together with staff, our hazard assessment both pre-season and post-season, and post-incident if relevant.

Resources

General information

Civil Aviation Authority: www.caa.govt.nz/HSE-CAA/drugs_alcohol.htm

Ministry of Business, Innovation and Employment:
www.dol.govt.nz/infozone/businessessentials/safety/hazards/fatigue-drugs-alcohol.asp

Reasonable cause indicators: www.supportadventure.co.nz/safety-management-systems/support-field/forms-and-checklists#Hazards

Drugs and alcohol policy

Civil Aviation Authority sample policy: www.caa.govt.nz/HSE-CAA/sample_policy.pdf

Developing a policy: www.dol.govt.nz/workplace/knowledgebase/item/1363

Ministry of Business, Innovation and Employment sample policy:
www.dol.govt.nz/infozone/businessessentials/safety/hazards/sample-policy-drugs-alcohol.asp

Drugs testing

Civil Aviation Authority: www.caa.govt.nz/HSE-CAA/d-and-a_testing.htm

Cut-off levels: www.caa.govt.nz/HSE-CAA/levels.htm

Law on drugs testing: www.dol.govt.nz/workplace/knowledgebase/item/1361

NZ Amalgamated Engineering Printing and Manufacturing Union v Air New Zealand
www.dol.govt.nz/workplace/determinations/FullSummary.aspx?ID=28914449

Sample employment agreement clause:
www.dol.govt.nz/Tools/EmploymentAgreementBuilder/Guide/default.aspx?sID=10&ssID=71

Education

ACC employer guide: www.acc.co.nz/search-results/index.htm?ssUserText=drugs+and+alcohol

Alcohol Advisory Council of New Zealand: www.alac.org.nz

Civil Aviation Authority Employer guide: www.caa.govt.nz/HSE-CAA/ACC4460_Alcohol_drugs.pdf

New Zealand Drug Foundation: www.drugfoundation.org.nz

