



## *Pre-Course Component*

# **HLTPAT005**

# **Collect specimens for drugs of abuse testing**





# Housekeeping

- Fire Exits & Gathering Point
  - Use stairs, not lifts
- First Aid
- Toilets
- Refreshments
  - Continuous tea & coffee?
  - Morning Tea?
  - Lunch?





**NOTICE**

**NO ALCOHOL  
OR DRUGS**

**PERMITTED ON PROPERTY  
INCLUDING PARKING LOT**



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## Where we are...

- BNE SYD MEL HBA ADL PER DAR CBR
- Gold & Sunshine Coasts
- Surat Basin (Chinchilla-Miles-Roma)
- Bowen Basin (Blackwater-Emerald-Mackay)
- GLT, ROK, TSV, CNS, ISA
- 89 operational centres Australia-wide
- NZ & PNG







## What we do...

- A&OD collecting/testing
- Nationally-accredited training
- Consultancy services
  - Policy & procedures
  - Expert witness & written opinions
  - Set up collection & testing program
  - Relevant Australian Standards
  - Health & Safety Acts & legal considerations





- Management & staff education
- Management & union negotiations
- Sale of testing & associated equipment
- Laboratory liaison
- Statistics & archiving
- Specialist EAP services
- Bail & Pre-Sentence Assessment/Reporting





NATIONALLY RECOGNISED  
TRAINING

- RTO #32202 (ASQA)
- HLTPAT005 Collect specimens for drugs of abuse testing





# COURSE STRUCTURE

- Pre-Course component (prerequisite)
- Unit of Competency HLTPAT005 Collect specimens for drugs of abuse testing



## Qualification:

- Statement of Attainment
  - Alcohol testing
  - Other drugs testing
- Nationally recognised
- Requirement to requalify?



NATIONALLY RECOGNISED  
TRAINING



## Assessment:

- Pre-course written exam component
- Practical skills classroom assessment
- Written examinations for alcohol testing & drug testing components
- Competent/not yet competent





# Course Content

## ➤ **Section A**

- A1 Health & Safety
- A2 Legal defensibility
- A3 *Observed Indicia*

## ➤ **Section B** On-site alcohol breath testing

## ➤ **Section C** On-site urine & oral fluids collection and testing for drugs of abuse

## ➤ **Section C** On-site hair & fingernails collection





# Course Content

- A1 Health & Safety
  - For all present in the workplace
  - For the collector/tester
- A2 Legal defensibility
- A3 Observed indicia





“*AWDTS* core business is the provision of alcohol & drug testing and associated products and services. While *AWDTS* retains its own in-house lawyer, and due diligence is exercised in relation to training material and opinions offered during the course of training, *AWDTS* core business does not include the provision of legal advice, and as such should not be accepted as either legal advice or a substitute for said legal advice. Should legal advice be sought, a lawyer should be approached independent of *AWDTS* to obtain expert legal opinion.”







# A1 HEALTH & SAFETY





# Competing Workplace Safety Issues

- Alcohol & drug testing
- Fatigue management
- Ergonomic considerations
- Sick room and first aid room
- Security, fire, evacuation & emergency
- Hazardous materials removal/management
- Adequate access/egress (including disabled)





- Electrical safety
- Adequate building
- Noise levels minimal
- Walkways/corridors clear
- Satisfactory building health
- Removal of dangerous goods
- Assessment of chemical exposures
- Appropriate equipment position/installation





- Provision of toilets, showers etc
- Appropriate lighting for tasks
- Visually pleasing environment
- Provision of appropriate storage space
- Functional air conditioning, heating & ventilation systems





## Australian WHS legislation

- non-specific re A&OD testing...but definite requirement for a safe workplace

## A&OD use in the workplace

- may compromise WHS
- needs to be monitored





- Workplace an “alcohol and drug-free zone”
- Testing programs introduced
- May have legislation, but many workplaces rely on A&OD policies







## Requirements for Successful A&OD Program:

- Sound policy & procedures
  - emphasis on safety
  - transparently fair process
  - no exceptions, from highest to lowest
- E&A programs run regularly
- Testing using sound & fair methodologies
- Employee Assistance program access





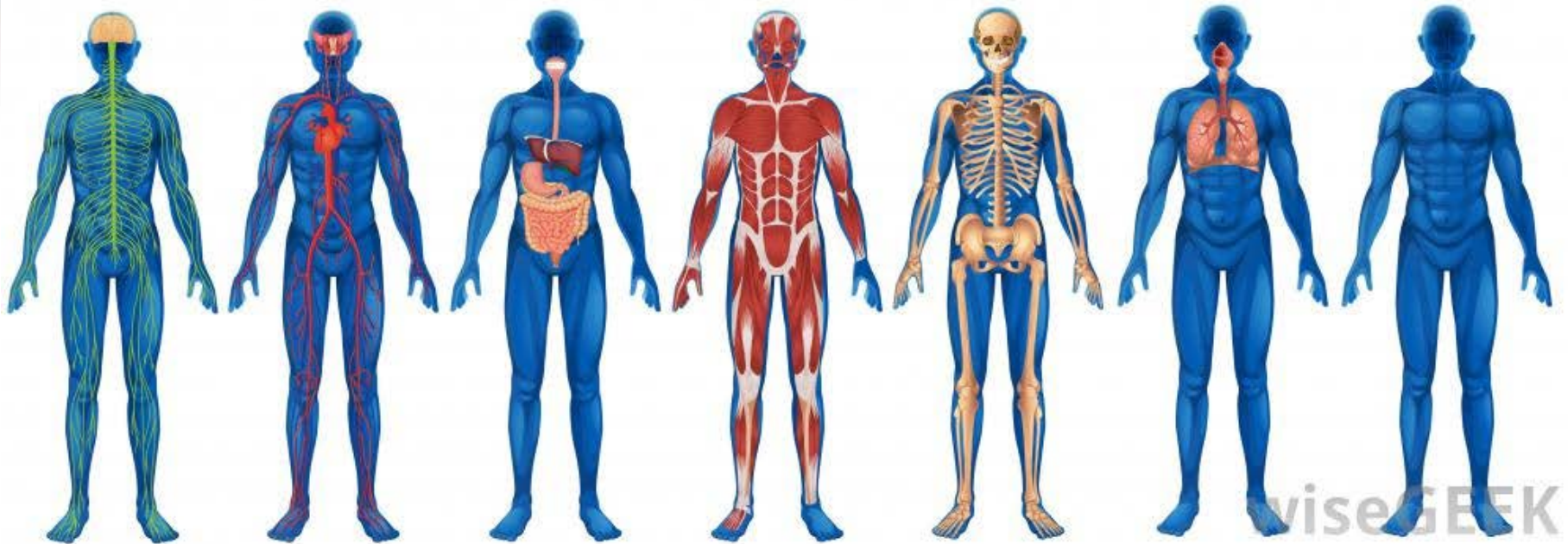


Most workers are happy with testing regimes:

- Reduced fear of injuries
- Reduction in absenteeism
- Cultural change in the workplace

May be quite marked





# Anatomical & Physiological Considerations to be Addressed by Collectors

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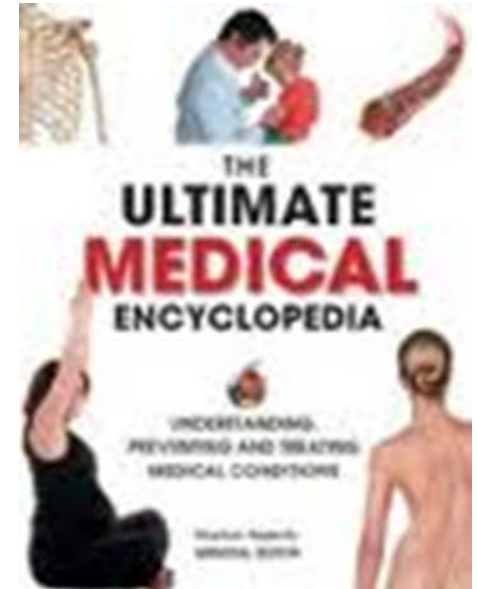
## Test results ok but apparent intoxication?

- Head/brain injuries
- Diabetic hypoglycaemia
- Seizure disorders
- Medication/drugs
- Severe dehydration
- Psychiatric conditions





- Meningitis
- Pneumonia or some other serious infection may be causing a change of mental status
- Postictal seizure states
- Deafness or impaired hearing
- Multiple sclerosis
- Fatigue







- Testing is to enhance safety
- Ensure that medical assistance is obtained whenever necessary



**MEDICAL HEALTH BEFORE ALL ELSE**



## Safety for the Collector:

- People skills & communication
- Appropriate PPE
- Appropriate collection area
- Hygiene & disposal of bio-material





## People Skills & Communication:

- Do unto others
- Introductions
- Clear & concise
- Assess/manage:
  - Threats - Privacy
  - Rank/Status - Ethical
  - Environmental - Religious/Ethnic





## People Skills & Communication:

### ➤ Threats

- Physical
- Verbal

### ➤ Risk Management:

- Collectors in pairs
- Collector or donor vacates the test area
- Supervisor immediately notified





## People Skills & Communication:

- Environmental issues:
  - Protection from heat/cold, wind, rain
  - General hygiene
  - Unpleasant odours





## People Skills & Communication:

- Privacy
  - Normal courtesy
  - Standards' requirement
  - Minimises risk of complaint







## People Skills & Communication:

### ➤ Ethical

- Never test spouse, partner, family member
- If testing a friend, can you report a +ve result?





➤ Religious/Ethnic/Cultural

- 





## People Skills & Communication:

- Rank
  - Senior vs Junior
- Status
  - The “old hand”
  - The union official





## PPE

### ➤ On Mine/Building Sites:

- Steel cap boots
- Hi-Vis vest
- LS shirt buttoned down
- Hard hat
- Safety glasses





## PPE

### ➤ For conducting testing:

- Disposable rubber gloves (powder-free)
- Disposable lab aprons
- Lab gowns
- Masks
- Goggles/safety glasses





## Appropriate Collection Area:

- Private, A/C and lockable
- Toilet & ablutions
- Waiting area
- Refrigeration
- Equipment cupboards
- Desk/benches for recording and testing
- Biohazard bin

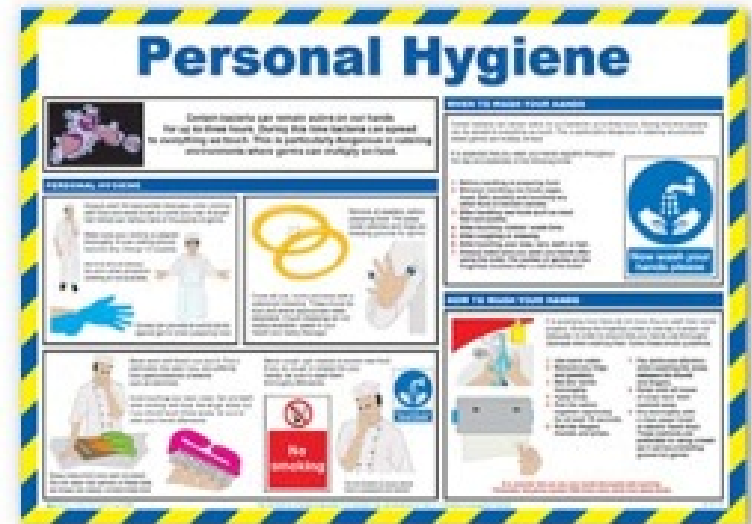






# Hygiene and Disposal of Bio-Material

- Personal hygiene of collector
- Test area
- Equipment
- Bio-Hazard bins/bags





# A2 LEGAL DEFENSIBILITY



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Any thoughts on why  
legal defensibility  
may be important?





## Authority to test:

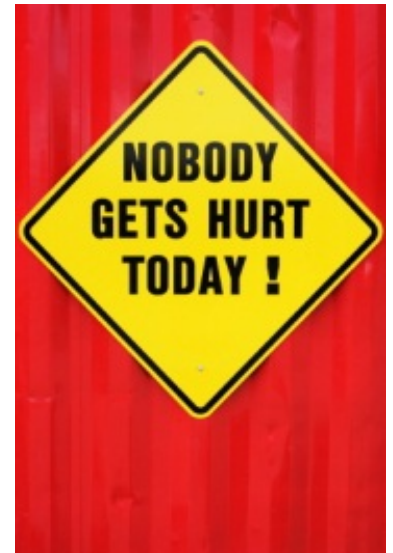
- Legislation?
- Australian Standards?
- EBAs & contracts?
- Industry best practice?
- Policy?





## Legislation:

- Workplace Health & Safety legislation
  - Provide a safe workplace...
- National Measurements Act (1960)
  - Breath testing
  - Drug testing





## Australian Standards:

- AS3547:1997 Alcohol testing (Personal use)
- AS4760:2006 (Oral fluids testing)
- AS/NZS4308:2008 (urine testing)

## Daubert Rule:



- Do Standards exist?
- Technique generally accepted by scientific community?
- Technique tested in actual field conditions?
- Technique subject to peer review & publication?
- Rate of error? Zero, or be close to zero?





## Legal Defensibility:

- *Fair Work Australia*
- Industrial Relations Tribunal
- Personal Injury claim
- Assault/harassment claim
- What's at risk?
- Assess vulnerabilities





## Legal Vulnerabilities:

- Policy
- Procedures
- Training
- Product & servicing
- Personal...oh, so personal





## Policy:

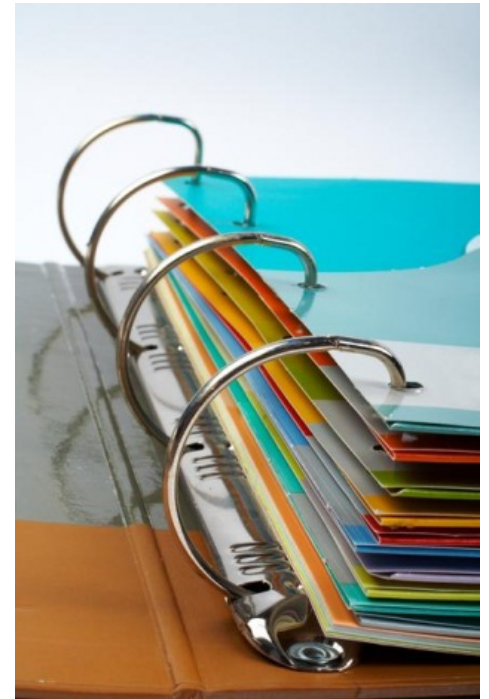
- Authority
- Object & intent
- Definitions & references
- Duty of care
- E&A
- Confidentiality
- EAP





## Procedures:

- Conduct of Testing
- Collectors Trained and Authorised
- Testing Protocols
- Voluntary Self Testing
- Refusal and Tampering with Test
- Management of Results
- Return to Work Test
- Management of Confirmed Positive Test





## Training:

- Legislative requirements?
- Standards requirements?
- Re-qualification periods specified?
- The course may technically comply, but was the trainer up to speed?





## Product & Servicing

- Product meets Australian Standards?
- Calibration in date on the alcolmeter?
- Manufacturers' requirements?
- Verification Reports available?
- Quality controls?







## Personal

- Knowledge
- Experience
- Wisdom
- Professionalism
- Credibility
- Integrity





# A3 OBSERVED INDICIA





## *Observed Indicia:*

Signs, indications, identifying, distinguishing marks.

Circumstances that point to the existence of a given fact as probable, but not certain. It is evidence that helps form a conclusion, rather than proof that confirms one.





## Everyday Uses:

- Determine fight or flight
- Describe an incident or occurrence
- Find people and objects
- Establish location





What You  
Need to Know  
About  
Drugs

***Depressants***



## Effects of Stimulants

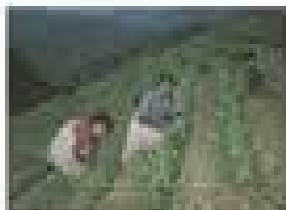
Alert, confident,  
energetic

racing speech  
and thoughts

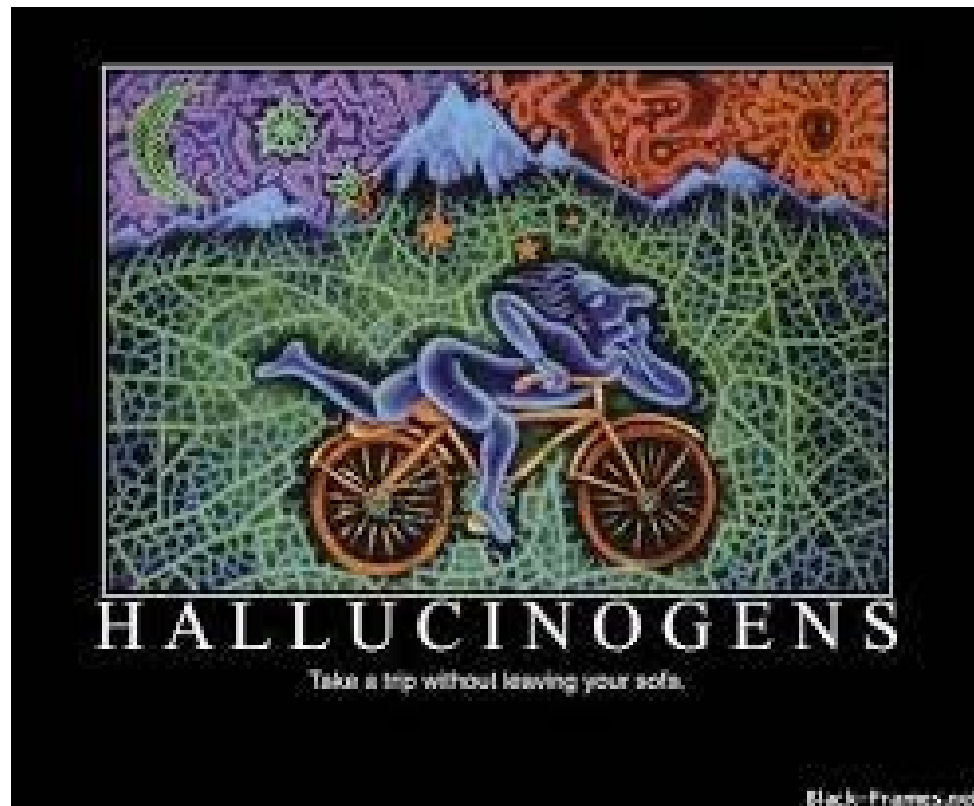
Paranoia and a  
low or 'crash'

Loss of appetite

Physically strong



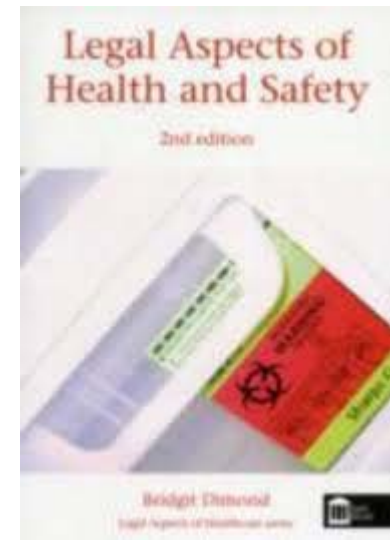






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***AWDTS***



**WRITTEN EXAM**