

# TOOLBOX TALK #3 DRUG & ALCOHOL TESTING IN THE WORKPLACE



## OVERVIEW OF TODAY'S TALK



### WHAT ARE WE TESTING FOR

Types of substances tested in drug and alcohol screenings.



### WHY ARE WE TESTING

Keeping the workplace safe for everyone.



### FREQUENCY OF TESTING

When and how often testing will be conducted.



## REASON FOR THE TOOLBOX

Today's talk focuses on drug and alcohol testing in the workplace. It's not about pointing fingers or getting anyone in trouble—it's about your safety. Drug and alcohol use can seriously impact your ability to work safely, and that puts everyone at risk. Testing helps us make sure that everyone on-site is fit for work and able to carry out their duties without endangering themselves or others. It's a simple step to keeping the team safe and the workplace running smoothly.

## 1. WHAT YOU'LL BE TESTED FOR

When we conduct drug and alcohol tests on-site, we're looking for substances that could affect your ability to work safely. This includes alcohol, illicit drugs, and sometimes prescription medications that could impair your judgment or reaction times. Knowing what substances are being tested helps you understand the process and ensures that everyone on-site is in the right condition to work. Depending on the type of test being conducted, it will depend on what is being tested.

## 2. TYPES OF TESTING AND WHY

We use different types of tests, including breath tests for alcohol and urine or saliva tests for drugs. These are quick and effective ways to check if anyone is under the influence while at work. The reason we do this is simple: safety. If someone's ability to work safely is compromised, it can lead to accidents, injuries, or worse. Testing helps us catch potential risks before they become bigger problems.



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## 3. THE PROCESS OF TESTING

The testing process is straightforward and designed to be as non-intrusive as possible. Depending on the situation, you may be asked to provide a breath sample or a urine or saliva sample. It's done with full respect for your privacy and dignity. The results are typically quick, and if you test non-negative, we'll send your sample to the lab to gain a confirmation, and will follow up according to the workplace policy. Testing is an important part of keeping the worksite safe for everyone.

## 4. THE FREQUENCY OF TESTING

Testing will happen at various times throughout the year based on the company policy. It can be random, post-incident, or scheduled as part of routine workplace checks. Random testing ensures that everyone stays accountable and mindful of their actions. Remember, the purpose of frequent testing isn't to catch anyone out—it's about maintaining a safe work environment, where everyone is focused and able to do their job without risking harm to themselves or others.

## 5. THE IMPORTANCE OF TESTING

We understand that people sometimes get caught up in the moment and make decisions outside of work that they wouldn't usually at work. The testing isn't about punishing anyone, it's about making sure those decisions don't affect safety on-site. Whether it's a hangover or lingering effects of drugs, it's important that everyone shows up to work clear-headed and ready to focus. Drug and alcohol testing ensures that you, your mates, and everyone else can go home safe at the end of the day.



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