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# Drug & Alcohol Procedure v3

**WHS-PRO-004**

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## **CONTENTS**

<b>1</b>	<b><i>DRUG &amp; ALCOHOL PROCEDURE</i></b> .....	<b>4</b>
<b>1.1</b>	<b><i>Purpose</i></b> .....	<b>4</b>
<b>1.2</b>	<b><i>Scope</i></b> .....	<b>4</b>
<b>1.3</b>	<b><i>Definitions</i></b> .....	<b>4</b>
<b>1.4</b>	<b><i>Procedure</i></b> .....	<b>5</b>
<b>1.5</b>	<b><i>Employee Responsibility</i></b> .....	<b>6</b>
<b>1.6</b>	<b><i>Management Responsibility</i></b> .....	<b>6</b>
<b>1.7</b>	<b><i>Testing for Ingested Drugs or Alcohol</i></b> .....	<b>7</b>
<b>1.7.1</b>	<b><i>Pre-Employment Drug and Alcohol Testing</i></b> .....	<b>7</b>
<b>1.7.2</b>	<b><i>For Cause - Drug and Alcohol Testing</i></b> .....	<b>7</b>
<b>1.7.3</b>	<b><i>Post Incident Testing</i></b> .....	<b>8</b>
<b>1.7.4</b>	<b><i>Random Drug and Alcohol Testing</i></b> .....	<b>9</b>
<b>1.7.5</b>	<b><i>Declaration of Illegal Drug Use</i></b> .....	<b>11</b>
<b>1.7.6</b>	<b><i>Refusal to Submit for Drug or Alcohol Testing</i></b> .....	<b>11</b>
<b>1.7.7</b>	<b><i>Tampering with a Drug or Alcohol Sample</i></b> .....	<b>11</b>
<b>1.7.8</b>	<b><i>Random Drug and Alcohol Testing at Other Worksites</i></b> .....	<b>11</b>
<b>1.7.9</b>	<b><i>Drug and Alcohol Rehabilitation</i></b> .....	<b>11</b>
<b>1.7.10</b>	<b><i>Confidentiality and Privacy</i></b> .....	<b>11</b>
<b>1.8</b>	<b><i>References</i></b> .....	<b>12</b>
<b>2</b>	<b><i>DOCUMENT HISTORY</i></b> .....	<b>12</b>
<b>3</b>	<b><i>GUIDANCE NOTE 1 - IMPACT OF DRUGS &amp; ALCOHOL ON A PERSON'S ABILITY TO CARRY OUT WORK</i></b> .....	<b>13</b>
<b>3.1</b>	<b><i>Introduction</i></b> .....	<b>13</b>
<b>3.2</b>	<b><i>Effects of Drugs and Alcohol on a Person's Ability to Work</i></b> .....	<b>13</b>
<b>3.2.1</b>	<b><i>Effects of Alcohol</i></b> .....	<b>13</b>
<b>3.2.2</b>	<b><i>Effects of Drugs</i></b> .....	<b>13</b>
<b>3.3</b>	<b><i>Types of Drugs and Their Effect</i></b> .....	<b>13</b>
<b>4</b>	<b><i>GUIDANCE NOTE 2 – PRESCRIPTION PHARMACEUTICALS AND CROSS REACTIVITY</i></b> .....	<b>16</b>
<b>4.1</b>	<b><i>Drug Class Opiates (MOR)</i></b> .....	<b>16</b>
<b>4.2</b>	<b><i>Drug Class Methylamphetamine (MET)</i></b> .....	<b>17</b>
<b>5</b>	<b><i>APPENDIX 1 – SYMPTOM OBSERVATION CHECKLIST</i></b> .....	<b>20</b>

**6      APPENDIX 2 – ‘FOR CAUSE’ TESTING PROCESS.....22**

**7      APPENDIX 3 – RANDOM DRUG AND ALCOHOL TESTING PROCESS.....23**

## **1 DRUG & ALCOHOL PROCEDURE**

### **1.1 Purpose**

Mawsons is committed to providing a safe workplace for all employees, contractors and visitors. Mawsons is also committed to ensure the safety of the general public while using public roads. To achieve this commitment, all Mawsons' sites shall ensure compliance with the Company Drug and Alcohol Policy through the implementation of this Procedure.

### **1.2 Scope**

This Procedure applies to everyone on a Mawsons' site and all contractors, sub-contractors and labour hire personnel who are subject to Mawsons' management and control.

### **1.3 Definitions**

**Accredited NATA Laboratory** - A drug testing facility that has subjected itself to a third-party on-site assessment by technical experts of its competence and capability to deliver reliable test results in accordance with AS/NZS 4760:2006 for oral fluid testing (saliva);

**Drug** - Any drug, legal or illegal;

**Employee** - All Mawsons direct employees, contractors, sub-contractors and labor hire personnel engaged by Mawsons;

**Equipment** - Any plant or equipment that is:

- owned and operated by Mawsons: or
- being used by Employees to perform duties for Mawsons or Mawsons' customers;

#### **Illegal Drug**

- Any drug which it is unlawful to possess, consume or sell within the Commonwealth of Australia or in any individual state of Australia; or
- Any prescription drugs used contrary to a prescription given by a registered medical practitioner;

#### **Legal Drug**

- Substances that may lawfully be taken without a prescription from a registered medical practitioner; or
- Prescription medications provided they have been prescribed by a registered medical practitioner for the use of the person in possession of the drugs;

**Normal Duties** - Tasks that an Employee might be expected to undertake in his or her typical day's work;

**Pharmaceutical Drug** - A drug which can be purchased from a pharmacy;

**Prescription Drug** - A drug that can only be obtained with written prescription from a doctor to treat medical conditions;

**Prescribed Limit**

- For alcohol – A Blood Alcohol Content (BAC) of .00 is applicable for all Employees on site
- For Illegal Drugs – a level which can be detected by testing in accordance with AS/NZS 4760:2006 for oral fluid testing (saliva)
- For Legal Drugs – a level up to but not exceeding:
  - the cut-off level identified in AS/NZS 4760:2006 or
  - the permissible quantity if the substance is used strictly in accordance with either the manufacturer's recommended dosage rate or the prescription given by a registered medical practitioner;

**Relevant General Manager** - The General Manager of the Mawsons' site;

**Relevant Manager** - The manager of the Mawsons site, or the person responsible at the site in the manager's absence;

**Responsible Person** - The Mawsons representative in control of the Random Drug and Alcohol Testing on site;

**Unfit for Duty**

- Being under the influence of a Drug or alcohol as assessed using the Symptom Observation Checklist; or
- Exceeding the Prescribed Limit;

**Visitor** - Any person who is required to sign the Site Visitor's Book before they access a Mawsons' site. This may include a Mawsons' Employee as defined in this procedure.

**1.4 Procedure**

The following is not permitted on Mawsons sites:

- Attendance on site in an intoxicated state
- Attendance on site while any faculty is impaired by drugs
- Consumption of alcohol during operating hours, while plant is operating or during plant maintenance
- Possession of an Illegal Drug
- Consumption of an Illegal Drug
- Sale of an Illegal Drug
- Attendance on site while affected by an Illegal Drug

Employees suspected of being affected by alcohol or Drugs will be subject to this procedure.

Mawsons prohibit the possession or consumption of alcohol on company sites unless approved by the Relevant Manager. Such approval will only be granted in situations which are outside operating hours, while no plant is in operation and no maintenance is being undertaken. It is preferred that any celebratory functions involving alcohol be held off-site at a suitably licensed venue.

### **1.5 Employee Responsibility**

It is every Employee's responsibility to present for work in a condition free from the influence of alcohol or any Illegal, Prescription or Pharmaceutical Drugs that could make them Unfit for Duty.

All Employees, including those who have a dependency on alcohol or Drugs are responsible for their actions in the workplace. If an Employee needs help to overcome their dependency, they should contact their Relevant Manager who will provide the necessary referral.

Mawsons' Employees shall not possess or consume Illegal Drugs in the workplace.

In the case of Prescription or Pharmaceutical Drugs, the Employee must ensure that the Drugs in question do not adversely affect their ability to undertake their normal duties safely. Employees are responsible to notify their Relevant Manager if there is any doubt as to their capacity to work safely or their fitness for work.

It is the Employee's responsibility to obtain a letter from their doctor or chemist regarding the effects of Prescription Drugs which they are taking on their Normal Duties. If an Employee has an appropriate medical certificate which states that they are taking Legal Drugs and allowed to perform their Normal Duties, then subject to the Relevant Manager's consent, the Employee can continue working even if they test positive to that class of Legal Drugs.

Employees are responsible for checking any Pharmaceutical Drug or over-the-counter medication they use for its' potential effects on their ability to perform their Normal Duties safely and for ensuring that the medication is taken as prescribed.

All Employees have a duty of care under the Occupational Health and Safety Act 2004 to notify the Relevant Manager if any other Employee or person may be Unfit for Duty, or when they become aware of unauthorised possession or consumption of alcohol or Drugs on the worksite by any other Employee or person.

### **1.6 Management Responsibility**

Managers are responsible for taking prompt and appropriate action whenever they believe an Employee or any other person on a Mawsons' site is under the influence of alcohol or Drugs.

Mawsons shall facilitate education and training to Employees in relation to Drugs and alcohol in the workplace and effectively communicate any resultant disciplinary procedure for failure to adhere to policy.

Mawsons shall provide a referral process for any Employee who requests assistance in dealing with alcohol or Drug dependence.

### **1.7 Testing for Ingested Drugs or Alcohol**

Testing may be conducted in any of the following situations:

- At Mawsons' pre-employment health assessment.
- When an Employee advises the Relevant Manager or General Manager that another Employee's behavior or actions suggests that they may be under the influence of Drugs or alcohol as indicated by the Symptom Observation Checklist,
- When an Employee has been involved in an incident and the Relevant Manager or General Manager believes testing is warranted.
- Evidence is found of Drug or alcohol paraphernalia either on a Mawsons' site or in Mawsons' property, including vehicles.
- In the course of random Drug and alcohol testing at work.
- Where an Employee who returns a positive Drug or alcohol test result is required to undergo subsequent tests so as to provide a negative Drug or alcohol test result prior to returning to work.

An Employee is entitled to be accompanied by their Health and Safety Representative, union representative or any other support person nominated by the Employee for any Drug or alcohol test conducted by Mawsons.

#### **1.7.1 Pre-Employment Drug and Alcohol Testing**

Drug and alcohol testing shall be included in all pre-employment medical examinations. Urine testing shall be the testing method used.

Pre-employment Drug and alcohol testing shall be conducted as part of the pre-employment medical examination for all potential Mawsons' Employees. Applicants testing positive to Drugs or alcohol shall be scrutinised further prior to any offer of employment being made.

#### **1.7.2 For Cause - Drug and Alcohol Testing**

If the Relevant Manager or General Manager by using the Symptom Observation Checklist believes any Employee is under the influence of Drugs or alcohol, then that Employee will be required to stop work.

If the checklist determines that the Employee may be affected by alcohol, the Employee will be requested to immediately undergo a breath test using the company provided breathalyser to determine whether or not they are Unfit for Duty.

Any Employee who has returned a positive alcohol test result from the site breathalyser will be sent home and allowed to return to work when sober at a time determined by the Relevant Manager.

If the Employee records a positive reading above the legal limit for driving on public roads, the Employee will be subjected to the Mawsons Disciplinary Procedure and will be subjected to regular testing at the discretion of the Relevant Manager for a period of 3 months.

If the checklist determines that the Employee may be affected by a Drug, the Employee will be requested to immediately undergo a Drug test using the onsite saliva test kit.

Any Employee who has returned a positive Drug test result from the site test kit will be entitled to be retested at a medical centre or other recognised facility and to request a personal representative to be present. Such testing must be carried out promptly at the Employee's expense.

The Employee will then be taken home and will not be able to return to work until the result of the independent test is known.

Employees who register a negative result on the independent test are able to return to work at a time determined by the Relevant Manager. They will be compensated their daily average earnings for the days missed. Contractors who register a negative result on the confirmation test conducted by the medical centre or other recognised facility and are returned to work will also be compensated; this compensation will be negotiated between the contractor and the Relevant General Manager.

If the confirmation test conducted by the medical centre or other recognised facility is positive the Employee will not be allowed to return to work until the Employee is tested again by the Mawsons' testing device at a mutually convenient time. If this test is negative the Employee is able to return to work at a time determined by the Relevant Manager.

An Employee who has had a confirmed positive Drug or Alcohol Test will be subjected to another Drug and Alcohol Test on a randomly selected work day, at any time up to 90 days after their return to work. A positive result at this second test will result in the Employee being subject to Mawsons' Disciplinary Procedure and asked to "show cause" as to why their employment or engagement should not be terminated.

An Employee who has had a confirmed positive Drug or Alcohol screening test will also be subjected to a third test which will be conducted between 3 and 12 months after the negative result at any second test. A positive result at this third test will result in the Employee being subject to the Mawsons' Disciplinary Procedure and asked to "show cause" as to why their employment or engagement should not be terminated.

### **1.7.3 Post Incident Testing**

Employees involved in a serious incident or unsafe act may be required to submit to testing. Post Incident testing shall be conducted in accordance with the For Cause process.

Employees who test positive for Illegal Drugs or alcohol following an incident shall be subject to the Mawsons' disciplinary process.



#### **1.7.4 Random Drug and Alcohol Testing**

A suitably accredited provider will conduct an oral fluid Drug and breath sample alcohol screening on sites randomly chosen by the Mawsons WHS Manager. The testing provider will test all Employees on site on the day of testing.

A Responsible Person must be onsite for testing to take place. In the event of an onsite presumptive positive result, that result will be communicated by the Responsible Person to the Managing Director or his delegate immediately. The Responsible Person must remain with the positive respondent on site and await further direction.

##### Alcohol Screening Process

Initial Alcohol Screening will be conducted by obtaining a sample of breath using a compliant alcolyzer instrument.

In the event of a negative reading the Employee will be immediately advised of the result and the Employee will return to work.

In the event of a positive reading the Employee and Responsible Person will be immediately advised of the result.

The result is then recorded on the provider's documentation. The Employee is invited to sign the documentation. Such documentation shall include time and date of the screening test, the Employee's details, the screening number and result.

In the event of a positive result a "chain of custody" process will immediately begin. This ensures the saliva sample remains intact at all times by sealing the sample with "chain of custody" seal.

The accredited provider will forward the vial that contains the saliva sample to an Accredited NATA Laboratory for confirmation of the initial screen test result.

The Accredited NATA Laboratory will certify their independent screening result and Mawsons will receive a copy of the certification.

The alcohol affected Employee will be required to leave the site immediately. He or she will be paid the balance of the working day as personal leave and will be subject to Mawsons Disciplinary Procedure. If the result is greater than the prescribed legal limit for driving a car, the Site Manager will make arrangements for the Employee to be transported safely home.

If the Employee records a positive reading above the legal limit for driving on public roads, the Employee will be subjected to the Mawsons Disciplinary Procedure and will be subjected to regular testing at the discretion of the Relevant Manager for a period of 3 months.

##### Drug Screening Process

Prior to testing, each Employee will be asked by the accredited testing provider representative if they are on medication either prescribed or over-the-counter. Their response will be recorded on the provider's documentation.

All screening is carried out by using a mouth (saliva) swab with a Drug Detection System which complies with AS4760.

In the event of a negative reading, the Employee will be immediately advised of the result. The Employee is then able to return to work as directed by the Relevant Manager.

The negative sample is immediately disposed of by the accredited testing organisation representative in the presence of the Employee.

In the event of a positive reading the Employee and the Responsible Person are immediately advised of the result.

The result is recorded on the provider's documentation. The Employee is invited to sign the documentation. Such documentation shall include the time and date of the screening, the Employee's details, the screening number and result.

A "chain of custody" process will immediately begin after a second saliva sample has been taken and split into A and B Samples. The "chain of custody" process ensures the samples remain intact at all times.

The samples are then prepared by the provider in the presence of the Employee for analysis at an Accredited NATA Laboratory.

The vials are sealed with a "chain of custody" seal by the provider.

The provider will forward the vials that contain the samples to an Accredited NATA Laboratory for confirmation of the initial screen test result.

The Accredited NATA Laboratory will certify their independent screening result. Mawsons will receive a copy of the certification.

The Employee will be transported to their place of residence and shall not return to work until a negative result is obtained. The Employee shall be paid for the balance of the working day as personal leave and be subject to Mawsons Disciplinary Procedure.

Employees who register a negative result on the confirmation test conducted by the Accredited NATA Laboratory and are able to return to work at a time determined by the Relevant Manager. They will be compensated their daily average earnings for the days missed. Contractors who register a negative result on the confirmation test conducted by the Accredited NATA Laboratory and are returned to work will also be compensated; this compensation will be negotiated between the contractor and the relevant General Manager.

If the confirmation test conducted by the Accredited NATA Laboratory is positive the Employee will not be allowed to return to work until the Employee is tested again by the Mawsons' testing device at a mutually convenient time. If this test is negative the Employee will be able to return to work at a time determined by the Relevant Manager.

An Employee who has had a confirmed positive Drug or Alcohol Test will be subjected to another Drug and Alcohol Test on a randomly selected work day, at any time up to 90 days after their return

to work. A positive result at this second test will result in the Employee being asked to “show cause” as to why their employment or engagement should not be terminated.

An Employee who has had a confirmed positive Drug or Alcohol screening test will also be subjected to a third test which will be conducted between 3 and 12 months after the negative result at any second test. A positive result at this third test will also result in the Employee being asked to “show cause” as to why their employment or engagement should not be terminated.

### **1.7.5 Declaration of Illegal Drug Use**

No Employee is obligated to disclose any Illegal drug use. If the Employee chooses to disclose their Illegal drug use to the accredited testing agency it will not be documented. Such advice will be reported to Mawsons’ Responsible Person present on the day of the testing. The relevant Mawsons General Manager will be notified and where appropriate action taken. This information will be managed in accordance with Mawsons PR001 Privacy procedure.

### **1.7.6 Refusal to Submit for Drug or Alcohol Testing**

Any Employee refusing a test will be deemed to have returned a positive result and arrangements will then be made to transport the Employee home and Mawsons’ Disciplinary Procedure will apply. The Employee will be paid the balance of the working day as personal leave.

The Employee will then be required to prove that they are not Unfit for Duty before returning to their Mawsons’ site.

### **1.7.7 Tampering with a Drug or Alcohol Sample**

Tampering with a drug or alcohol sample will lead to Mawsons’ Disciplinary Procedure being applied.

### **1.7.8 Random Drug and Alcohol Testing at Other Worksites**

In addition to Mawsons’ Random Drug and Alcohol Testing procedure, Mawsons acknowledge that Mawsons’ Employees will also be required to comply with third party Drug and Alcohol Policies and Procedures when visiting other worksites.

If a positive result is obtained by testing at a third party worksite, the Employee will be subject to the third party’s Drug and Alcohol Policy and Procedures in addition to Mawsons’ Disciplinary Procedure.

### **1.7.9 Drug and Alcohol Rehabilitation**

Mawsons recognises Drug and alcohol dependency as a treatable condition. Employees who feel they have a problem in this regard are encouraged to seek assistance from their Relevant General Manager, Relevant Manager, Human Resources Manager or the General Manager - WHS. All information will be kept confidential in compliance with Mawsons Privacy Policy.

### **1.7.10 Confidentiality and Privacy**

All personal documentation in relation to an Employee’s Drug and Alcohol Testing will be kept in accordance with Mawsons’ Disciplinary and Privacy Procedures

## 1.8 References

- Privacy Act 1988
- Fair Work Act 2009
- Occupational Health and Safety Act 2004
- Mawsons HS007 Human Resources – Discipline Procedure
- Mawsons PR001 Privacy Procedure
- AS 4760 – Procedure for Specimen Collection, Detection and Quantification of Drugs of Abuse in Oral Fluid
- AS3547 – Breath Alcohol Testing Devices for Personal Use.

## 2 DOCUMENT HISTORY

Revision	Date	Amended By	Reason for Change
0	09/11/2007	J Mawson	Document created.
1	01/03/2016	J Mawson	Document revised
2	23/07/2019	B Hildebrand	Document format changed and issued for use
3	19/12/2019	S Gundry	Document format changed and issued for use

### **3 GUIDANCE NOTE 1 - IMPACT OF DRUGS & ALCOHOL ON A PERSON'S ABILITY TO CARRY OUT WORK**

#### **3.1 Introduction**

The safety implications due to the lack of education and understanding regarding the effects of drugs and alcohol on a persons' ability to carry out work are alarming. People that are affected by drugs or alcohol are much more likely to be involved in workplace accidents and injuries. Studies have shown that the chance of being involved in a workplace accident increases by up to 25% when drug and/or alcohol use is involved. Employees using drugs and/or alcohol are also more likely to be involved in absenteeism and are more likely to be involved in workplace aggression.

Drug use is not just about illicit substances – it's also about people taking large doses of painkillers or people that consume excessive alcohol as a result of emotional or other problems.

#### **3.2 Effects of Drugs and Alcohol on a Person's Ability to Work**

Issues associated with the consumption of alcohol, illegal drugs or medication may impact on a workplace in any of the following ways:

- Absenteeism
- Accidents; and/or
- Work performance (including unnecessary conflict)

##### **3.2.1 Effects of Alcohol**

Alcohol is a depressant drug which slows brain activity and motor skill response. Alcohol causes loss of balance and co-ordination and reduces a person's ability to judge speed and distance. It also impairs a person's ability to process and respond to situations and make decisions. Alcohol can increase a person's confidence beyond their capacity and encourage aggression.

##### **3.2.2 Effects of Drugs**

There is a range of illegal drugs (eg: cannabis, amphetamines) which may produce unfavorable work performance, eg: confusion and impaired motor co-ordination.

There is also a range of over-the-counter and prescribed medications which can also affect a person's work performance. These include pain relievers, sleeping pills, tranquillisers, cough medicines, anti-histamines, etc. Many of these commonly used medications have a potent and adverse effect on performance, particularly when mixed with alcohol.

#### **3.3 Types of Drugs and Their Effect**

Depressants

Depressants are drugs that slow down the functions of the central nervous system. Depressant drugs do not necessarily make a person feel depressed. They include:

- Alcohol

- Cannabis
- Barbiturates
- Benzodiazepines(tranquilisers)
- GHB
- Opiates (heroin, morphine, codeine, methadone)
- Some solvents and inhalants

In small quantities, depressants can cause the user to feel more relaxed and less inhibited. In larger quantities they can cause unconsciousness, vomiting and even death. Depressants affect concentration and co-ordination. They slow down a person's ability to respond to unexpected situations.

### Stimulants

Stimulants act on the central nervous system to speed up messages to and from the brain. They can make the user feel more awake, alert or confident. Stimulants increase heart rate, body temperature and blood pressure. Other effects include reduced appetite, dilated pupils, talkativeness, agitation and sleep disturbance. Mild stimulants include:

- Ephedrine
- Caffeine
- Nicotine

Stronger stimulants include:

- Amphetamines
- Cocaine
- Ecstasy
- Slimming tablets such as duromine, tenuate dospan and ponderax

Large quantities of stimulants can "over-stimulate" the user, causing anxiety, panic, seizures, headaches, stomach cramps, aggression, and paranoia. Prolonged use of strong stimulants can mask some of the effects of depressant drugs, such as alcohol, making it difficult for a person to judge their effects.

### Hallucinogens

Hallucinogens affect perception. People who have taken them may believe they see or hear things that aren't there, or what they see may be distorted in some way. The effects of hallucinogens vary a great deal, so it is impossible to predict how they will affect a particular person at a particular time. Hallucinogens include:

- Datura
- Ketamine

- LSD
- Magic Mushrooms
- Mescaline
- PCP
- Cannabis

Some effects of hallucinogens include dilation of pupils, loss of appetite, increased activity, talking or laughing, emotional and psychological euphoria and wellbeing, jaw clenching, sweating, panic, paranoia, loss of contact with reality, irrational or bizarre behaviour, stomach cramps and nausea.

#### **4 GUIDANCE NOTE 2 – PRESCRIPTION PHARMACEUTICALS AND CROSS REACTIVITY**

The following tables have been compiled to assist staff in avoiding the presentation of a positive initial drug screen through careful selection of pharmaceuticals.

- Information contained in this document should not be interpreted in any way as medical advice.
- Mawsons employees should consult with their medical practitioner regarding the most suitable medication and to ensure that this medication cannot in any way hinder their ability to perform their duties in a safe manner.
- The following tables are not exhaustive as new medications are being bought onto the market on a regular basis.

##### **4.1 Drug Class Opiates (MOR)**

Evaluate suitability of Paracetamol or Dextromethorphan instead of the following:

<b>TRADE NAME</b>	<b>DRUG</b>
Actacode	Codeine
Actuss	Pholcodine
Aspalgin	Codeine
Codalgin	Codeine
Codalgin Forte	Codeine
Codapane	Codeine
Codiphen	Codeine
Codis	Codeine
Codox	Dihydrocodeine
Codral Cold and Flu Tablets	Codeine
Codral Daytime Tablets	Codeine
Codral Forte	Codeine
Codral Linctus	Codeine
Codral Pain Relief	Codeine
Dia-chek	Codeine
Disprin Forte	Codeine
Duro-Tuss Decongestant	Pholcodine
Duro-Tuss Expectorant	Pholcodine
Duro-Tuss Regular	Pholcodine
Duro-TussForte	Pholcodine
Duro-Tuss Sugar Free Cough Lozenges	Pholcodine
Dymadon Co.	Codeine
Dymadon Forte	Codeine
Fiorinal	Codeine
Fiorinal – Dental	Codeine
Hamilton Cold and Flu Tablets	Codeine
Liquigesic – Co Analgesic Syrup	Codeine
Logicin Cough and Cold Tablets	Codeine



Mersyndol	Codeine
Mersyndol Day Strength	Codeine
Mersyndol Forte	Codeine
Nucofex	Codeine
Painstop Syrup	Codeine
Panadenine	Codeine
Panadenine Forte	Codeine
Panadenine Plus	Codeine
Panalgesic	Codeine
Panamax Co.	Codeine
Paracodin	Dihydrocodeine
Phensedyl Family Cough Syrup	Pholcodine
Prodeine – 15	Codeine
Rikodeine	Dihydrocodeine
Tixylis Nighttime Linctus	Pholcodine
Tussinol Linctus	Pholcodine
Veganin	Codeine

## NOTES:

- Ingestion of poppy seeds may also produce a positive result.
- Another common opiate used in cough mixtures, Dextromethorphan does not appear to produce positives at recommended dosage and also higher dosage levels.
- The drug Pethidine and Methadone are not opiates and will not produce positive results.
- The drug Buprenorphine produces levels far too low to be detected using on-site testing and detection of this substance should be carried out in a laboratory using more sensitive technique.

## 4.2 Drug Class Methylamphetamine (MET)

Most of these contain high levels of codeine however unlikely to provide Methamphetamine positive unless taken in excess of recommended dosage.

TRADE NAME	DRUG
Actifed	Pseudoephedrine
Actifed –CC Chesty	Pseudoephedrine
Actifed – CC Chesty Liquicaps	Pseudoephedrine
Actifed – CC Dry	Pseudoephedrine
Actifed – CC Dry Liquicaps	Pseudoephedrine
Benadryl for the Family Chesty Coughs	Pseudoephedrine
Clarinase	Pseudoephedrine
Codral Cold and Flu Tablets	Pseudoephedrine
Codral Daytime/Nighttime Tablets	Pseudoephedrine
Codral Linctus	Pseudoephedrine
Contac Cold Capsules	Pseudoephedrine
Day and Night Cold and Flu Capsules (Day)	Pseudoephedrine
Demazin Cold and Flu Tables	Pseudoephedrine

Demazin Repatabs	Pseudoephedrine
Demazin Sinus	Pseudoephedrine
Demazin Tablets	Pseudoephedrine
Demazin Day/Night Relief Tablets	Pseudoephedrine
Dimetapp Cold, Cough & Flu Liquid Caps	Pseudoephedrine
Dimetapp Cold, Cough & Flu – Day & Night Liquid Caps	Pseudoephedrine
Dimetapp Cold, Cough & Sinus Liquid Caps	Pseudoephedrine
Dimetapp Sinus Liquid Caps	Pseudoephedrine
Dur-Eliox Plus Liquid	Pseudoephedrine
Duromine	Phentermine
Duro-Tuss Decongestant	Pseudoephedrine
Hamilton Cold and Flu Tablets	Pseudoephedrine
Lemsip Flu	Pseudoephedrine
Logicin Cough & Cold Tablet	Pseudoephedrine
Logicin Cough Mixture for Congested Chesty Coughs	Pseudoephedrine
Logicin Cough Mixture for Dry Coughs	Pseudoephedrine
Logicin Flu Strength Day & Night Tablet	Pseudoephedrine
Logicin Flu Strength Tablet	Pseudoephedrine
Logicin Hay Fever Tablet	Pseudoephedrine
Logicin Junior Children's Cough Mixture	Pseudoephedrine
Logicin Sinus Tablet	Pseudoephedrine
Nucosef	Pseudoephedrine
Orthoxicol Cold and Flu	Pseudoephedrine
Orthoxicol Day and Night Cold and Flu (Daytime)	Pseudoephedrine
Panadol Allergy Sinus	Pseudoephedrine
Panadol Children's Cold Elixir	Pseudoephedrine
Panadol Cold and Flu	Pseudoephedrine
Panadol Sinus	Pseudoephedrine
Panadol Sinus Day/Night	Pseudoephedrine
Pharma-Col Junior Suspension	Pseudoephedrine
Phensedyl Family Cough Syrup	Pseudoephedrine
Robitussin DM-P	Pseudoephedrine
Robitussin PS	Pseudoephedrine
Sigma Relief	Pseudoephedrine
Sigma Junior Relief	Pseudoephedrine
Sinutab Sinus and Pain Relief	Pseudoephedrine
Sinutab Sinus Relief	Pseudoephedrine
Sinutab Sinus, Allergy and Pain Relief	Pseudoephedrine
Sudafed Plus	Pseudoephedrine
Sudafed 12 Hour	Pseudoephedrine
Tussinol Day-time Cough and Cold Liquid	Pseudoephedrine
Tussinol Night-time Cough and Cold Liquid	Pseudoephedrine
Tylenol Allergy Sinus	Pseudoephedrine
Tylenol Cold and Flu	Pseudoephedrine
Tylenol Cold and Flu Non-Drowsy	Pseudoephedrine
Tylenol Sinus	Pseudoephedrine
Zyban	Bupropion

### NOTES:

- Only a minority of persons taking Zyban are likely to produce a positive however it remains a possible explanation for MET positive.
- The test has very little cross reactivity with Pseudoephedrine and Phenylephrine and therefore taking preparations containing these drugs is unlikely be the cause of a positive. However, it is possible if persons exceed the recommended dose by 2 to 3 times, to produce a positive for Pseudoephedrine.
- Ranitidine (Zantac) is a remote possibility for a positive.

**5 APPENDIX 1 – SYMPTOM OBSERVATION CHECKLIST**

This form is to be used to record signs and symptoms to determine if 'For Cause' testing is required.

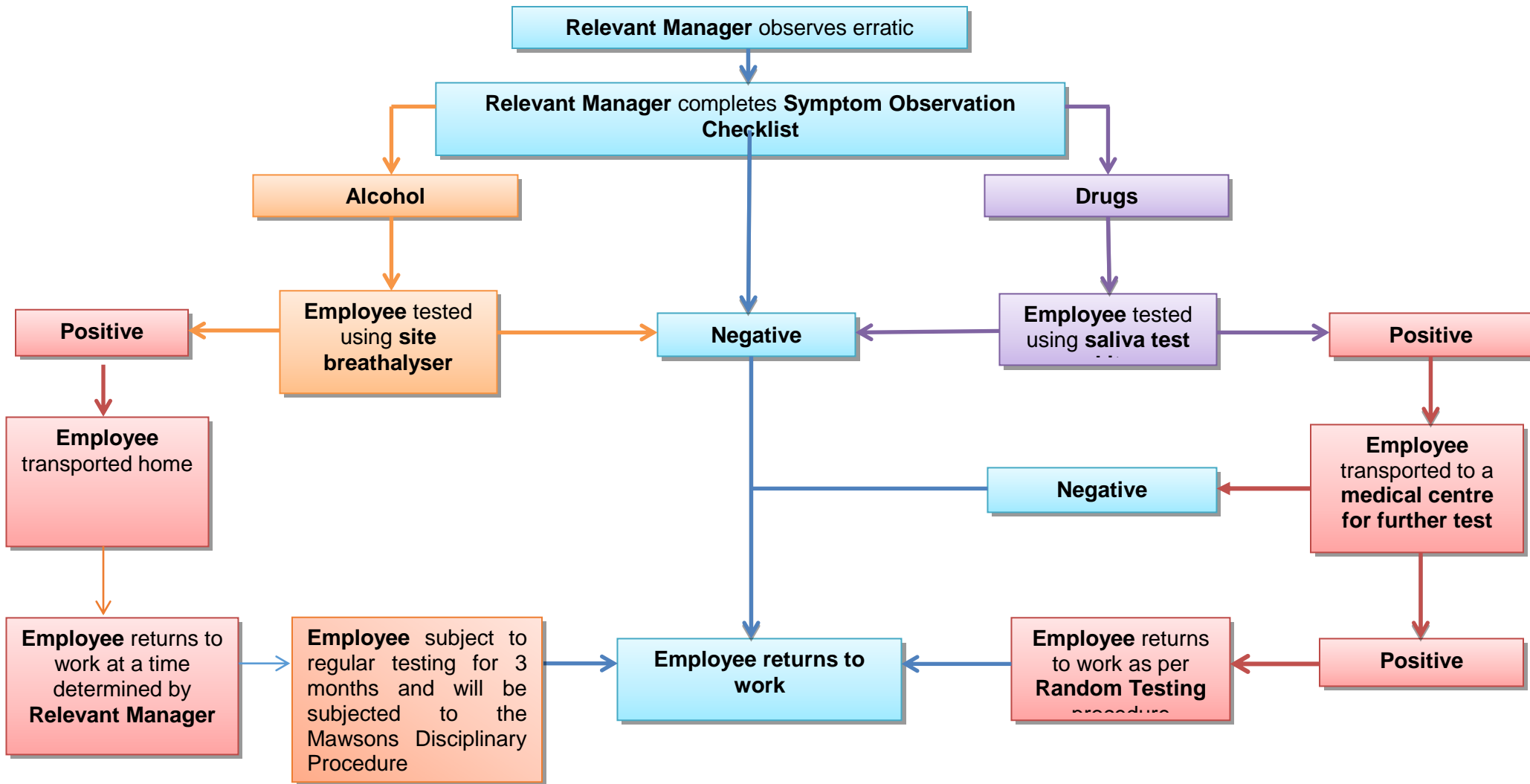
<b>Employee's Full Name:</b>	
<b>Site:</b>	
<b>Fit for Work</b>	<b>Not fit for work</b>

Observed characteristics should be circled. If no significant or unusual characteristics are observed then circle N/A

<b>Breath -Smell of intoxicating liquor</b>	Nil	Slight	Moderate	Strong	N/A
<b>Face and Skin Colour</b>	Pale	Flushed	Other (note)		N/A
<b>Attitude</b>	Talkative	Anxious	Excited	Dreamy	N/A
	Relaxed	Sedated	Hostile	Aggressive	
	Irritable	Arrogant	Cocky	Unable to follow directions	
	Depressed	Cooperative	Confused	Unable to concentrate	
<b>Actions</b>	Hiccapping	Belching	Vomiting	Swearing	N/A
	Fighting nose	Drooling	Restless	Runny	
	Fearful	Itching	Scratching		
	Other (note)				
<b>Eyes</b>	Watery	Glazed	Bloodshot	Eyelids drooping,	N/A
	Pupils pinpointed	Other (note)			

<b>Breathing</b>	Normal Slow	Short Other (note)	Jerky	Shallow	N/A
<b>Speech</b>	Incoherent Slow	Slurred Clear	Confused	Fast	N/A
<b>Balance</b>	Unsteady Staggering	Swaying Needing support	Sagging Other (note)	Falling	N/A
<b>Movements</b>	Clumsy Tremor Other (note)		Jerky	Sluggish	N/A
<b>Opinion on level of Sobriety</b>	Slightly affected	Moderately affected	Well affected		
<b>By</b>	Alcohol		Drugs		
<b>Name of Observer: (Print)</b>					
<b>Signature of Observer:</b>					
<b>Time:</b>		<b>Date:</b>			

6 APPENDIX 2 – ‘FOR CAUSE’ TESTING PROCESS



**7 APPENDIX 3 – RANDOM DRUG AND ALCOHOL TESTING PROCESS**

