





acceptable risk level as determined by the relevant Australian/New Zealand Standard for the collection and detection of drugs of abuse in urine, or attending a construction site under the influence of or impaired by drugs (except medicines taken as prescribed).

Being under the influence of alcohol.

exceeds 100 micrograms of alcohol per litre of breath, as determined by a breath alcohol testing device that complies with the relevant New Zealand/Australian Standard, or attending a construction site under the influence of, or impaired by alcohol.

## Drug and Alcohol Testing

All construction sites on University campus that are carrying out drug and alcohol testing shall provide information to all persons entering site at the time of induction, before signing into the site. This will be further supported by signage at the entrance to all such construction sites.

Any worker or any other person (including University employees and students) on a construction site may be required to complete a drug and alcohol test in the following situations:

Random testing on a construction site:

The University considers a construction site to be a safety sensitive area given the nature of the activities undertaken, the incidence of injuries on construction sites generally and the risk of harm and injury to people if duties are not properly performed. To keep the construction site safe for its workers and other people who attend the site, it is important that random testing be conducted.

Unannounced, random testing will be undertaken periodically as a deterrent to drug and alcohol misuse. The time and date of the testing will be determined by senior names from the site register will be entered into a computer system and a minimum of 10% will be randomly selected by the computer program.

Reasonable cause to suspect misuse:

Testing may be conducted where a person overseeing a construction site has reasonable cause to suspect that a person present onsite is affected by drugs or alcohol e.g. where

Post-incident/accident testing:

Testing may be conducted when a person is involved in an incident or accident that results in, or had the potential to result in any notifiable event including the following:

- Serious harm to the person or others.
- Injury requiring treatment by a medical professional.
- Injury to a third party.
- Damage to any vehicle, plant, equipment or other property.
- The involvement of emergency services.

This is an indicative, non-exhaustive list of events that may result in post-incident testing.

## Education and Training

The University is also committed to providing relevant staff with education and training around the impact of drug and alcohol use in the workplace.

All aspects of testing will be carried out in a confidential and private manner, taking into consideration the [Privacy Act 1993 \(New Zealand Legislation website\)](#) and [Privacy Policy \(PDF, 568KB\)](#), and subject to maintaining the integrity of specimen collection and testing.

Personal or sensitive information will only be collected for the purposes of testing prescribed by this policy, and will only be accessed by nominated contractor/s staff or University staff or staff at a prescribed testing laboratory. The data will be held securely (locked cabinet or access-protected electronic files) and will not be distributed to any third parties (unless required by law). People tested have the right to access the information collected, including the drug test results, or lab reports. The information will be disposed of when no longer required for the specified purposes laid out in this policy but may be kept if related to disciplinary matters carried out under the [Staff Code of Conduct \(PDF, 185KB\)](#)

The personal or sensitive information collected will be managed initially by the agent carrying out testing, for the purposes of their testing requirements but upon completion of this process will be managed by the respective employers (either contractors, or the





## Notification of UC Security and Police

In the event that drugs or drug paraphernalia are located on a construction site, UC Security will be contacted and the Police may be informed.

## Expectations around University Staff Conduct

For University staff, this policy should be read in conjunction with the [Staff Code of Conduct \(PDF, 185KB\)](#). In particular, attention is drawn to the examples of serious misconduct in that compliance document that relate to drugs and alcohol.

## Related Documents and Information

### Legislation

[Health & Safety at Work Act 2015 \(New Zealand Legislation website\)](#) [Human Rights Act 1993 \(New Zealand Legislation website\)](#)

[Misuse of Drugs Act 1975 \(New Zealand Legislation website\)](#)

[Privacy Act 1993 \(New Zealand Legislation website\)](#)

### Regulations

[Discipline Regulations \(University Regulations website\)](#)

### UC Policy Library

[Campus Drug and Alcohol Policy \(PDF, 215KB\)](#)

[Health and Safety Policy \(PDF, 255KB\)](#)

[Privacy Policy \(PDF, 568KB\)](#)

[Smoke-free Policy \(PDF, 149KB\)](#)

[Staff Code of Conduct \(PDF, 185KB\)](#)

[Student Code of Conduct \(PDF, 134KB\)](#)

### External

[AS/NZS 43082008: Procedure for specimen collection and the detection and quantitative of drugs of abuse in urine \(Standards New Zealand website\)](#)

[AS 3547:1997 Breath Alcohol Testing Device](#)

[Employee Assistance Programme \(EAP Services website\)](#)

[Canterbury Rebuild Safety Charter \(Canterbury Rebuild Safety Charter website\)](#)

