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health & well-being
in your workplace

Who is Healthscope Commercial Pathology?

Drug and Alcohol misuse is estimated to cost Australian business billions of dollars annually and increases the risk of accidents and incidents in the workplace.

Through Workplace Health and Safety Legislation, employers have a responsibility to:

- Provide a healthy and safe working environment
- Identify and manage hazards in the workplace

Employers can be proactive by undertaking the detection and management of the risks associated with misuse of recreational drugs and alcohol amongst employees and contractors.

Healthscope Commercial Pathology works in cooperation with occupational health physicians, unions and employees by providing this service in a sensitive and professional manner.

Healthscope Commercial Pathology is one of Australia's largest and longest-established pathology service providers.

With over 60 laboratories and 300+ patient centres across all states and territories in Australia, we process more than three million tests every year. Our operations extend internationally with laboratories in New Zealand, Singapore and Malaysia.

Healthscope Commercial Pathology is accredited to the highest international standards by the National Association of Testing Authorities (NATA) and the Royal College of Pathologists of Australasia (RCPA) and boasts world-class experience and reputation.

The commercial business arm of Healthscope Limited encompasses all non-Medicare pathology and provides services to a wide range of other organisations and industries including companies, occupational health and safety providers, consultants and government bodies.

TESTING SERVICES AVAILABLE INCLUDE:

- Pre-employment Screening
- Employee Health Screens
- Drug and Alcohol Testing
- Biological Monitoring
- Environmental Water Testing
- Insurance/Superannuation-related Testing.

OTHER SERVICES AVAILABLE INCLUDE:

- On site workplace collections
- Pre-printed customised request forms
- Specialist medical advice
- Formulating your company's Drug and Alcohol Policy.

Sample Collection

Sample collections can be carried out at your place of work or at any of our 300+ collection centres Australia-wide. Opening hours vary but are generally from 7:00am to 4:00pm Monday to Friday with some centres open Saturdays.

Arrangements can be made for collections outside hours or weekends.

Please refer to individual centre locations for opening and closing times.

 We value our long-term relationships and aim to provide you with unequalled service, every time.





Drug and

Alcohol Testing

Employee drug testing is increasingly being carried out by organisations due to the general recognition that the use of alcohol and other recreational drugs can present a hazard in the workplace. Drug testing may also be useful in pre-employment assessment.

THE MAIN GOALS OF URINE TESTING INCLUDE:

- To improve workplace safety
- To improve productivity
- To reduce product/service defects
- To help employees overcome or modify their patterns of use of such substances.

Healthscope Commercial Pathology is able to:

- Conduct on site workplace collections
- Produce pre-printed customised request forms
- Provide specialist medical advice
- Formulate your company's Drug and Alcohol Policy.

Urine Drug Testing

Drugs are concentrated and excreted in urine. Testing involves techniques for detecting drugs in a sample of urine. The collection of the sample and the subsequent laboratory testing is carried out in accordance with AS/NZ 4308:2008.

The following drugs may be tested for:

- Cannabinoids (ie. Marijuana)
- Amphetamine Type Substances (eg. Speed, Ecstasy etc.)
- Benzodiazepines (Valium etc.)
- Cocaine
- Opiates (eg. Heroin, Morphine)
- Barbiturates.

In addition to the six main drug classes, Alcohol (Ethanol) and Methadone Metabolite may also be detected.

Urine Collection

- Supervised or witnessed (according to the company's OH&S protocol)
- Supervised collections are performed in accordance with AS/NZ 4308:2008
- Collection, labelling and transport of the sample are carried out according to strict 'Chain of Custody' protocols as per National Association of Testing Authorities (NATA) guidelines for AS/NZ 4308:2008
- Chain of Custody documentation and procedures are designed to protect sample integrity and avoid sample tampering and claims of misidentification.

Screening Testing and Confirmation

In accordance with the Australian Standard, the initial laboratory testing is a 'screening test'. Healthscope Commercial Pathology uses the CEDIA technique. The CEDIA Enzyme Immunoassay procedure covers the six main drug classes. The above process has been found to give an accuracy of 97-99%.

Any screening test can give a false positive result on occasion and it is strongly recommended that all positive results be confirmed using a confirmatory Gas Chromatography/Mass Spectrometry (GC-MS) test. Screening re-checks can be requested by the referrer, without charge, on the original sample.



Identifying Potential Risk Behaviours

The types of behaviour that may lead an employer to suspect drug and alcohol misuse include:

- Frequent sick leave, especially one to two days following a weekend
- Frequent workplace accidents and incidents
- Theft
- Frequent requests for pay advances
- Behavioural changes (eg. Aggression, Depression)
- Frequent, longer or unexplained breaks during work
- Presence of drug taking paraphernalia in the workplace (eg. Bongs, Foils, Needles).

Identifying these behaviours and creating a shift in workplace culture with respect to fitness for work, is an important part of an employer's duty of care for a safe workplace environment.

Healthscope Commercial Pathology provides a convenient kit to facilitate urine specimen collection and labelling. The kit consists of a strong plastic transport tube with screw-on lid, two specimen bottles and caps, specimen ID labels, Chain of Custody request form, tamper-proof seals, temperature strip and specimen plastic bag. The kits are suitable for mailing or transport to Healthscope Commercial Pathology.

On Site Collection Devices

In addition to supplying staff for on site sample collection, Healthscope Commercial Pathology can supply Point of Care (POC) devices for on-the-spot drug and alcohol testing. These kits can test for a wide range of drugs of abuse and are designed for urine based drug testing.

It is possible that some medications may lead to false positive results in the initial screening test. Staff who are required to undergo urine drug testing should be asked to list all prescription and non-prescription medicines and supplements that they may be taking.

Detectable Periods

DRUG	DETECTABLE PERIOD
Cannabinoids	
Single use	2-7 days
Light use	Up to 10 days
Chronic use	Up to 46 days
Cocaine	
Single use	Up to 3 days
Chronic use	Up to 22 days
Opiates	Up to 4 days
Benzodiazepines	Up to 3 days (Longer with chronic use)
Amphetamines	Up to 2-3 days
Alcohol	Up to 1 day

Note:
This is a guide only. Duration of detectability is highly variable.



Pre-employment Screening

Many companies require prospective employees to undergo screening tests prior to commencing work. Screening tests can be for a range of conditions and may include any of the following:

- Screening for drug abuse
- Screening for heavy metals including lead, cadmium, plus many more
- Screening for general markers to indicate good health, such as cholesterol and glucose
- Screening to determine active immunity to infectious diseases (eg. Hepatitis A or B, Q-Fever),

Employees may present at any of our collection centres across Australia to have their specimens collected. All they need to take with them is a Healthscope Commercial Pathology request form.

Many companies require prospective employees to undergo screening tests prior to commencing work.



Employee Health Screening

Employee Health Screening can be carried out to proactively protect an employee's health or in compliance with a legal requirement (see Biological Monitoring).

Pathology testing incorporating into an organisation's staff welfare and health maintenance policies can be valuable and cost effective, and is a good way of ensuring the long-term productivity of your most valuable asset.

Employee health screening can be simple, involving one or two tests, or more complex involving a range of tests and a physical examination. The type of screening program is determined by the company in conjunction with the needs of their employees. These range from a general check up to an extended check up and ultimately a full pathology health screen.



Some of the medical problems and/or risk factors that may be detected by pathology testing are:

CONDITION	PATHOLOGY TEST
Heart and Arterial Disease	Lipid Studies (Cholesterol and Triglycerides), ECG
Diabetes	Blood Glucose
Liver Damage	Liver Function Tests (LFT)
Hepatitis	Hepatitis A, B or C Serology
Thyroid Disease	Thyroid Function Tests (TFT)
Blood Disorders (Plus a wide range of other conditions)	Full Blood Examination (FBE)
Anaemia	Haemoglobin
Iron Deficiency	Ferritin, FBE, Iron Studies
Kidney (Renal) Disease	Urea, Electrolytes, Creatinine
Drug and Alcohol Abuse	Urine Drug and Alcohol Testing, COT (Cotinine)
Bowel (Lower Colon)	Occult Blood Test
Cervix	Pap Smear
Prostate	PSA



Biological Monitoring

Many workplaces can expose employees to potentially dangerous biological agents. If not required by law, as part of an employer's duty of care it is important to regularly check the levels of these compounds to ensure that employees do not experience levels which may compromise their health.

Healthscope Commercial Pathology can collect and analyse blood samples for the following:

- Lead
- Cadmium
- Copper
- Zinc
- Fluoride
- Other compounds available by request.



Healthscope Commercial Pathology offers different types of Employee Pathology Health Screening programs.

Level 1

General Check-up

The core tests selected in level 1 Pathology Health Checks may be used to determine an employee's general health risk factors:

- Lipid Studies - Cholesterol, Triglycerides, LDL/HDL Ratio, Chol/HDL Ratio
- Fasting Glucose Test
- Prostate Specific Antigen (PSA) - For Male Employees.



Level 2

Expanded General Check-up

This level of employee check-up includes core level one pathology tests with the addition of haematology and biochemical testing:

- Lipid Studies - Cholesterol, Triglycerides and HDL/LDL Ratio
- Fasting Glucose Test
- Prostate Specific Antigen (PSA) - For Male Employees
- Full Blood Examination
- Renal (Kidney) Function Tests
- Liver Function Tests
- Faecal Occult Blood Test.

Level 3

Full Pathology Health Screen

The full pathology health screen check incorporates multiple investigations. In addition to the other 2 Health Screens, other tests may be added in determining and monitoring risks associated with the workplace:

- Lipid Studies - Cholesterol, Triglycerides, LDL/HDL Ratio, Chol/HDL Ratio
- Fasting Glucose Test
- Prostate Specific Antigen (PSA) - For Male Employees
- Full Blood Examination
- Renal (Kidney) Function Tests
- Liver Function Tests
- Electro Cardio Gram (ECG) - Trace and Report
- Body Mass Index (BMI)
- Hepatitis B Immunity plus selected Occupational Medical Tests
- Lead Level Testing
- Q-Fever
- Faecal Occult Blood Test.

For further information on Employee Health Screen packages, please call Healthscope Commercial Pathology on 13 52 27

Environmental Water Testing

Healthscope Commercial Pathology provides environmental water testing services including the detection of:

- Legionella in industrial waters (eg. Cooling Towers, Evaporative Coolers, Ice)
- E. coli/Coliforms in potable waters (eg. Spring, Rain, Bore, Dam, Drinking Waters) and effluents
- Pseudomonas in recreational waters (eg. Spas, Pools, Baths)
- Total Plate Count in all of the above examples.

Insurance and Superannuation Related Testing

Healthscope Commercial Pathology offers a range of pathology tests to assist insurance companies in assessing the health of prospective applicants including:

- Hepatitis A, B and C
- HIV
- Liver, Renal Function and Glucose
- Cholesterol, Triglycerides, HDL and LDL
- Urine Microscopy, Culture and Sensitivity
- Plasma Cotinine (Tobacco Dependents)
- Other tests are available on request and all are treated in the strictest confidence.

Formulating Your Company Policy

The issue of testing for the misuse of alcohol and other drugs in the workplace can be an intimidating and sensitive issue and requires an understanding approach between the employer and employee.

Healthscope Commercial Pathology can provide you with assistance and direction in developing Policy and Procedures and implementing a range of training, education and testing programs including:

- Alcohol and drug awareness sessions
- Pre-employment drug screening and medicals
- Random, for-cause and post incident testing
- Sample collection and laboratory analysis
- Training and presentation material
- Supervisor training in the assessment and management of workplace alcohol and drug related incidents and issues
- Administration of employee lists and selection process.

