

Back in 2009, PF Olsen Ltd commissioned a survey of its workforce that centred on the newly released ‘*Plantation Forestry Code of Practice – Eliminating Drugs & Alcohol from the Workplace*’.

We told participants that we would listen to the survey results, answer any arising questions and use the survey ‘indicators’ to develop a fair and consistent D&A testing programme! **With your help, we achieved a great result!**

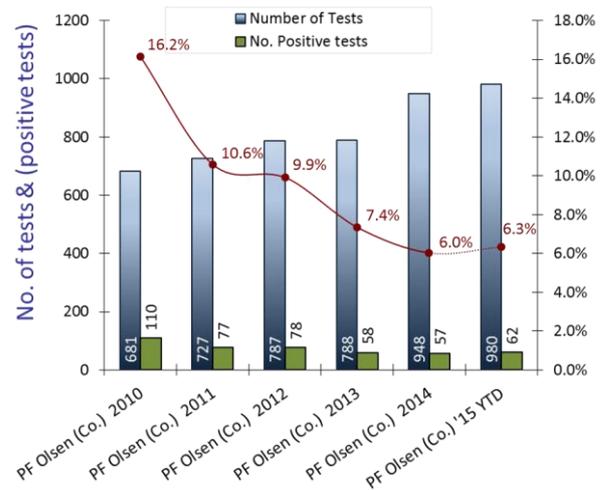
In 2010, our first year of random testing, we conducted 681 individual tests and **16.2% tested positive!** In the first 10 months of 2015, we conducted 980 tests – **6.3% positive!**

“...The 2009 Survey responses provided great insight and helped design our programs!”

The **2009 Survey** showed that only **67%** of respondents thought random testing legal – what would the percentage be today?

The survey showed a clear preference for testing at the worksite. Accordingly, we engaged TDDA who had testing vans that could come to forest work sites.

Survey respondents wanted individuals tested once every 1 to 2 years. Collectively i.e. with your support, that’s what we have achieved.



Other 2009 Survey Results...

- **42%** of respondents did not want a formal rehabilitation process.
- **57%** of respondents wanted everyone at the site tested i.e. not picking and choosing!
- **64%** of respondents wanted a time ban for offenders; 28% wanted the ban to last forever!
- **88%** wanted a third party, unbiased selection process i.e. not ‘eeny-meeny-miny-moe’.
- Privacy, the screening process and cut-off limits were the most notable issues of the day.

NEW – D&A Survey 2016!

Viewpoints change...

George Bernard Shaw, the Nobel-Prize and Oscar-winning Irish playwright said:

“...Progress is impossible without change, and those who cannot change their minds cannot change anything...”

This is true in both our work and personal lives e.g. some of us may have been drug takers back in 2010 – indeed; we may have been among those providing a positive drug test! Fair to say, much has happened during the last 5 years and perhaps we now see things quite differently. Some of us will have completely ‘changed our minds’ on drugs and our lifestyles accordingly!



Significant Changes since the 2009 Survey...

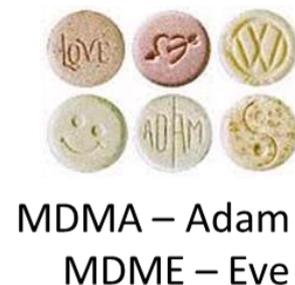
The Central North Island Random Testing Programme (CNIRTP) Steering Committee, which serves to inform the PF Olsen – Central Safety Committee, is aware of the many changes and updates that have taken place in the drug-testing scene. It considers a new ‘alcohol and other drugs’ survey would be appropriate given that:

- Six years (and more than 5,000 individual tests) have passed since we last surveyed workers for their views on drugs, alcohol and testing practices;
- The ‘NZFOA Plantation Forestry Code of Practice’ (D&A_CoP), updated and re-released in April 2015, includes a number of significant changes notably on privacy matters!
- The ‘drug scene’ notably in respect of the ‘types of drugs’ in use (and in circulation) has changed – we need assistance to identify these and where to best focus our collective efforts.

Please take a moment to complete the 2016 survey, detailed on the next two pages:

NB: The 2016 D&A Survey Questionnaire is 100% confidential – unless you wish to identify yourself and/or make a submission to the CNIRTP Steering Committee. In that case, please use the space at the end of the survey to record your name and contact number. Complete as many of the questions as you wish by ticking [✓] the appropriate boxes or by adding comments. Keep in mind that how you answer/comment will influence our testing programmes as we go forward during 2016 and beyond!

2016 D&A Survey Questionnaire



Please complete the following questions and add comments as you see fit...

1. Pictured above are four drug types currently not 'detected' during in-field testing. In your experience, do forest workers use these drugs? Yes No
2. Do forest workers use 'other' drugs that go undetected? Yes No
If you answered 'yes', can you name the drugs? _____
3. In theory, with stricter laws, the use of **synthetic cannabis** (syncan) should have stopped or be noticeably diminished. Does that reflect reality? Yes No
If you answered 'yes', is the 'syncan' situation: the same as it ever was;
 half the problem it was in the past; only a minor problem?
4. The CNIRTP will commence testing for synthetic cannabis from January 2016. The **aim is to retest 15%**¹ of all of the samples provided under the original selection/testing process. There are **2 options as to how we identify the 15%** – please choose one of the following:
 All of the crews (groups) selected for random testing in a month would go back into a draw and one or two (roughly 15%) would be drawn out for further (syncan) testing. In this scenario, we would send all of the samples i.e. from the drawn group(s) to the laboratory.
(Or)
 All of the crews (groups) selected for random testing in a month would then have one or two people (roughly 15%) from the group drawn out for further (syncan) testing. This would be via a draw on-site. In this scenario, we would send one or two of the samples from each group to the laboratory for further (syncan) testing.

¹ The CNIRTP steering committee has been advised that a 15% sample, sent to the laboratory for syncan testing, would be sufficient to determine syncan use and to act as a deterrent i.e. to assist in curtailing this group of drugs.

² An independent (third party), such as The Drug Detection Agency, would be engaged to produce syncan testing selections or to conduct the on-site draw.

5. As mentioned on page 1, privacy was a notable issue identified in the 2009 Survey. The 2015 D&A_CoP indicates that **information sharing** (recording and sharing the names of those with positive tests) has a legal basis providing certain pre-conditions are met. Given that is true, which of the statements below do you agree with most – please choose **one** of the following:

- I do not think it's 'OK' and, in any case, I would not support sharing names.
- My view is... legal or not, just 'bring it on' – we need this tool!
- If it was proven to be legal, then it would have my support.
- I am unsure about this and/or I am unclear if information sharing works.

Comments: _____

6. Given that 'drug taking' is illegal – should the **confirmed use** of certain classes of drugs e.g. Methamphetamine be reported to the NZ Police? Yes No

Comments: _____

7. In January 2015, the CNIRTP increased the '**testing frequency**' from 50% (1 test per individual every 2 years) to 100% (1 test per individual every year). While these are averages (given the programme is random) do you consider better results come from testing more often (100%); testing the minimum recommended (50%)

8. **Hair Follicle Testing** (HFT) is a drug test that examines a portion of donor hair. In terms of 'drug taking', the test can accurately determine any historical use of drugs where 1cm of hair sample equates to one month of the donor's life history. Taken from close to the scalp, a typical sample analyses three months – and – there is no way to 'cheat' it! Our questions are – should **HFT be mandatory** as the primary form of testing for:

- Anyone retained (in rehabilitation) following a positive test? Yes No
- All prospective new employees i.e. pre-employment testing? Yes No

Comments: _____

9. Determining whether an individual is fit for work is a key reason we undertake drug testing. In this respect, drug testing is a relatively 'blunt tool' – as it only finds traces of drugs and cannot **determine impairment** (the effects) precisely. Given that, do you think the CNIRTP Steering Committee should focus on developing a sobriety test to use alongside traditional drug testing? Yes No

Comments: _____

10. Would you like to discuss one or more of these questions (or another A&D related question/issue) with the CNIRTP Steering Committee? Yes No

Name: _____ Contact Number: () _____