

## Drug and Alcohol Testing Program Management

Staffed by experts in Department of Transport (DOT) regulatory compliance, Medworks' substance abuse testing program helps you create a drug and alcohol free workplace. Whether you are a small company working normal office hours, looking for a preventative program, or a big industrial company working 24/7 shifts in need of a random testing program that is up to international standards, Medwork will help you set up such a program and execute it for you.

### Why perform drug and alcohol tests?

The use of illicit substances and misuse of alcohol increases the risk of accidents, jeopardizes the safe workplace, and causes harm to an individual's health and personal life.

The abuse of alcohol and illicit substances impairs the employee's judgment, resulting in safety risks, injuries and faulty decision making. The abuse of these substances also imposes an integrity risk on the employee. Furthermore it lowers productivity, raises insurance costs and reduces profits.

### When to perform a drug and alcohol test?

Below are 5 most common reasons to perform a drug and alcohol test:

- Pre-employment
- Integral workforce
- Post-accident
- Random testing
- Reasonable suspicion/cause.

Our experts will help you decide when to perform which type of test.

### What kind of specimen to be taken?

Alcohol and illicit substances disperse into almost all our bodily tissues from where it is digested and excreted. The time it takes to digest and excrete will vary per bodily tissue and substance taken.

Traces of substances ingested, injected or inhaled will be found in:

- Blood
- Urine
- Saliva
- Breath
- Hair
- Sweat

Due to its non-invasiveness, detection time window and relative low costs for analysis, urine and saliva is most commonly used specimen for drug testing. For alcohol, breath analysis is most practical.

### Legal defensibility

Unlike in the United States, for Aruba and the Caribbean legislation for drug and alcohol testing in the workplace is non-existent. This has led to a large variety in policies and procedures being used for drug and alcohol testing in our region.

Medwork raises the bar by applying the highest international standards when setting up and executing a drug and alcohol testing program. All our policies and procedures will be executed according to and in compliance with DOT (Department of Transport) rules and regulations. This offers you a 100% legal defensible drug and alcohol testing program. This means that not only you as an employer will be protected from employees trying to dodge a drug test or tamper with the specimen, but also the employee will be fully protected from the consequences of a false positive test result or unlawful invasion of privacy.

### On site or In-House

Tests will be performed at one of Medworks' offices, or, providing it can be performed safe and accurate, can be performed on the premises of your company.

### LIKE TO KNOW MORE?

Do you wish to know more about Drug and Alcohol Testing for your organization? Feel free to contact us through [info@medwork.aw](mailto:info@medwork.aw) or call us at +297 587 8880.