

Schedule 3 - Alcohol And Drug Testing

3.1 Alcohol Testing

A. Screening test

The Screening test is usually conducted by a Breath Alcohol Tester using an approved Breath Testing Device. If the Screening test results are less than 250 µg/L (which is lower than the legal driving limit for people over twenty years of age in New Zealand⁷), or 100 µg/L for under 20 years of age breath alcohol concentration, the results are negative. The Breath Alcohol Tester will report this back to the testee and manager concerned.

If the Screening test results are 250 µg/L or greater for over 20 year olds or 100 µg/L or greater for under 20 year olds, a second or confirmatory test must be conducted.

B. Confirmatory Test

The confirmatory test must be conducted by a Breath Alcohol Tester using the same Breath Testing Device as the Screening test. Before the confirmatory test may be given, a minimum of 15 minutes and maximum of 20 minutes must have passed since the Screening test was performed. During this period, the employee should remain under observation, and avoid any actions that could increase mouth alcohol. The 15-20 minute wait period is to ensure that the presence of mouth alcohol does not artificially raise the test result.

Only the results of the confirmatory test shall be reported, irrespective of the results on the Screening test. If the results of the initial and confirmatory tests are not identical, the confirmation test result is deemed to be the final test result.

3.2 Drug Testing

Screening Test

The screening test may be carried out on-site by urinary analysis using an AS/NZS 4308: 2008 compliant on-site screening device or by laboratory screening methods conducted at an accredited laboratory. The current Australian Standard / New Zealand 4308: 2008 cut-off concentrations shall be used when screening specimens to determine whether they are negative or not-negative for the tested drug classes.

Class of drug	Cut-off Level (µg /L)
Opiates	300
Sympathomimetic amines	300
Cannabis metabolites	50
Cocaine metabolites	300
Benzodiazepines	200

NB: The cut-off concentrations published in AS/NZS 4308:2008 are subject to change by Standards Australian / Standard New Zealand, as advances in technology or other considerations warrant.

⁷ Land Transport Act 1998

Confirmatory Test

Any specimens identified as not-negative in the screening test shall be confirmed at an accredited laboratory by Gas or Liquid Chromatography/Mass Spectrometry (Mass Spectrometry) techniques using the most current cut-off concentrations. .

The current confirmatory test cut-off concentrations (as total drug) are:

Compound	Cut-off level (micrographs/litre)
Morphine	300
Codeine	300
6-Acetylmorphine	10
Amphetamine	150
Methylamphetamine	150
Methylenedioxymethamphetamine	150
Methylenedioxyamphetamine	150
Benzylpiperazine *	500
Ephedrine *	500
Phentermine *	500
Pseudoephedrine *	500
11-nor - Δ 9-tetrahydrocannabinol-9- carboxylic acid	15
Benzoylcegonine	150
Ecgonine methyl ester	150
Oxazepam	200
Temazepam	200
Diazepam	200
Nordiazepam	200
α -Hydroxyl-alprazolam	100
7-amino-clonazepam	100
7-amino-flunitrazepam	100
7-amino-nitrazepam	100

* These drugs may be optionally tested within each class and the specified cut-off levels shall apply

Note: These cut-off levels are subject to change by Standards Australia / Standards NZ as advances in technology or other considerations warrant.