



Case Study: You don't have to be a large business to drug test

A landscaping company that services a large reputable private education facility is responsible for maintaining the grounds to immaculate condition. We speak to the owner directly about the company's decision to implement drug & alcohol testing.

BUSINESS NEED

Although the company was having no issues with staff, they were aware of drug issues with accidents across Australia in workplaces, and their biggest concern was that they worked at a private education facility and wanted to ensure the health and safety of not only their staff but the students and staff at the school that they encounter on a daily basis.

Apart from creating a safe workplace for staff and students, their main objective was to ensure the company had the correct policies in place to make sure everyone went home safe and everyone who had contact with this landscaping company also felt safe.

"We were surprised when implementing the testing program, how happy staff were to take it on board and staff were happy knowing they would be working with employees who were "fit for work".

THE SOLUTION

When looking at what options were available, Pathtech was considered due to their reputation particularly with the Australian Police and roadside drug testing. With this credibility, they found it easier to get their employees on board with the process.

"We did assess other options, even paid for some samples that never showed up – this proved to me that they were not reliable, we need reliability – which Pathtech provides, which is very important to us".

"We also use the fact that we drug test as a good selling point to employees when moving onto a new company as something to add to their resume, like a gold tick."



KEY OUTCOMES

As highlighted above, creating a safe work environment for their staff was their main achievement. Also, for the college to be confident that all staff are safe to handle machinery is another benefit.

“Our reputation is also a positive, we are able to recruit consistent and hardworking employees straight away, as we are upfront in the interview process that we do drug testing. Some don’t show up, so it sorts through the non-compliant candidates straight away which we don’t want with our drug free culture anyhow.”

“Our staff are happy with the process; drug testing does not take up any extra time and we can be confident all staff are safe to use machinery provided at a jobsite.”

WORDS OF ADVICE

Some words of advice for any other organisations in a similar industry and are on the fence about drug testing:

Be prepared before implementing drug testing, communicate with your team about rolling out drug testing and ensure every employee is involved. Ensure every staff member does the training and if possible, do the training together or in groups.

“If there was one lesson I have learnt along the way, it was that we should have implemented testing earlier, I believe I initially thought about it for too long as I was worried about how it would be received internally, however it was very well accepted, and all staff members were on board”