Title	**Perform urine drug screening in the workplace**		
Level	**4**	**Credits**	**4**

Purpose	This unit standard is aimed at people who are required to understand and carry out the process of on-site drug screening in the workplace. People credited with this unit standard are able to: – describe quality control for on-site urine integrity testing and drug screening; – perform on-site quality control procedures, urine integrity testing and drug screening and document results; and – Interpret and explain on-site urine quality control tests, integrity test results and drug screen results, and possible actions.

Classification	Occupational Health and Safety > Occupational Health and Safety Practice

Available grade	Achieved

Guidance information

1 Definition
Organisational requirements refer to instructions to staff on organisational policies, procedures, and methodologies which are documented and are available in the workplace. These include but are not limited to – site specific requirements, company quality management requirements, legislative requirements.

2 References
AS/NZS 4308:2008 *Procedures for specimen collection and the detection and quantitation of drugs of abuse in urine,* available from https://www.standards.govt.nz/;
Bill of Rights Act 1990;
Health and Safety at Work Act 2015;
Health Information Privacy Code 1994;
Human Rights Act 1993;
Privacy Act 1993;
Manufacturer's instructions for on-site screen devices, and verification certificates for on-site screening devices;
and all subsequent amendments and replacements.

3 All activities and evidence presented for all outcomes and performance criteria in this unit standard must be in accordance with:
a legislation;
b organisational requirements;

c accredited laboratory requirements;
d AS/NZS 4308:2008 *Procedures for specimen collection and the detection and quantitation of drugs of abuse in urine*; and
e industry practice.

4 Recommended for entry, Unit 25458, *Perform urine specimen collection for drug testing.*

Outcomes and performance criteria

Outcome 1

Describe quality control for on-site urine integrity testing and drug screening.

Performance criteria

1.1 Describe quality control requirements in accordance with AS/NZS 4308:2008 procedural requirements.

1.2 Describe options for external proficiency testing in accordance with AS/NZS 4308:2008 procedural requirements.

Range two different methods.

1.3 Describe purpose of verification certification for on-site screening device or system in accordance with AS/NZS 4308:2008 procedural requirements.

1.4 Describe reasons for integrity tests.

Outcome 2

Perform on-site quality control procedures, urine integrity testing, drug screening and document results.

Performance criteria

2.1 Perform on-site quality control procedures.

2.2 Perform on-site urine integrity tests to maximise the likelihood of a valid test result.

Range may include but is not limited to – temperature, colour, creatinine (measure of concentration).

2.3 Perform on-site drug screening in accordance with manufacturer’s instructions.

2.4 Maintain chain-of-custody procedures at all times in accordance with AS/NZS 4308:2008 procedural requirements.

Range procedures may include but is not limited to – constant supervision, observation of specimen processing.

2.5 Complete chain-of-custody documentation in the presence of the donor in accordance with AS/NZS 4308:2008 procedural requirements.

Outcome 3

Interpret and explain on-site urine quality control tests, integrity test results and drug screen results, and possible actions.

Performance criteria

3.1 Interpret and record on-site urine quality control tests.

3.2 Interpret and record on-site urine integrity test results and drug screen results.

3.3 Identify and explain possible actions in the event of an on-site quality control failure.

3.4 Identify and explain possible actions in the event of urine integrity test failure.

Range may include but is not limited to – collect another urine specimen and forward both specimens to accredited laboratory for integrity failure confirmation.

3.4 Explain the role of a confirming laboratory and its relationship with the collecting agency.

3.5 Explain the purpose(s) of extended testing (for other drugs or drug classes) and specimen integrity, and possible actions.

Range purposes may include but is not limited to – on-site screening limit in range of drugs, drug classes, synthetic urine identification; actions include but is not limited to – specimens must be forwarded to an accredited laboratory with instruction to conduct extended testing.

3.6 Explain the purpose(s) of drug screening and drug confirmation, and possible actions

Range may include but is not limited to – specimens where presence of drugs cannot be excluded must be forwarded to an accredited laboratory for drug confirmation by mass spectrometry.

Planned review date	31 December 2023

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	23 January 2009	31 December 2021
Rollover and Revision	2	22 May 2014	31 December 2021
Review	3	28 March 2019	N/A

Consent and Moderation Requirements (CMR) reference	0121

This CMR can be accessed at http://www.nzqa.govt.nz/framework/search/index.do.

Comments on this unit standard

Please contact The Skills Organisation reviewcomments@skills.org.nz if you wish to suggest changes to the content of this unit standard.