



Random Testing Program

Random testing is proven to be the most effective deterrent to drug and alcohol misuse in the workplace. Our experience in policy development and review, supervisor training, collection capabilities, and laboratory testing, in combination with our ability to run a truly random program based on computer algorithms and set parameters, makes CannAmm a highly trusted provider for this type of testing.

RANDOM TESTING PROGRAMS BACKGROUND

Random testing dates back to the origins of drug testing programs in Canada and the U.S., and in recent months has become a topic of discussion for organizations in a variety of industrial sectors. For years, CannAmm has helped our clients administer random testing programs in both legislated industry environments (U.S. Department of Transportation companies) and non-legislated environments.

With our additional service offerings, including our Medical Review Officer (MRO), Substance Abuse Professional (SAP), and data tracking and reporting capabilities, CannAmm provides the most comprehensive support for random testing programs.

Like any other element of a comprehensive testing program, random testing must be performed in a way that provides defensible results and ensures your program's integrity. A proper testing framework for your program can help provide these outcomes.

Whether you are implementing a random testing program internally to supplement your existing program, to establish or comply with project site access requirements, or as part of industry initiatives such as DARRPP, we have the experience and knowledge to help your company build this framework.

RANDOM TESTING PROGRAM HIGHLIGHTS

- CannAmm's recommended guidelines and processes maintain the integrity of the program and meet the legal requirement to establish a bona fide occupational reason to conduct testing (the focus is always on workplace safety).
- Our proprietary random pool management system selects individuals for testing from a pool of potentials using DOT-approved algorithms.
- The selection list is made available on our Program Administrator website for the Designated Employer Representative (DER) to action. We recommend providing individuals with no more than two hours' notice that they will be tested.
- Statistical tools are available online 24/7 to check compliance (in other words, to check that the percentage tested matches program targets—typically 50% of the pool population per year).
- Owners/Prime Contractors and Producers can have contractor pools that are distinct to those accounts, but selected according to the sites' requirements (which maintains privacy & compliance – and enables selection rates by owner direction).
- We recommend that all individuals with a positive (verified) test be offered a Conditions of Continued Employment agreement that initiates a substance abuse assessment by a certified Substance Abuse Professional/Expert (SAP/SAE), to meet accommodation requirements.
- CannAmm has a department dedicated to facilitating SAP/SAE assessments nationally, providing SAP/SAE recommendations, making Return-to-Duty test recommendations, and creating an unannounced follow-up testing schedule (not to be confused with random testing) if necessary. These services mitigate employers' risk of discrimination against a disability (substance abuse disorder).

CannAmm understands that each company and its testing requirements are unique. We can customize a program to fit your needs. If you are thinking of implementing a random testing program, contact us today for a diagnostic review of your policy and program, and to discuss the options for creating a random testing program to suit the specific goals of your organization.