







## ABOUT US

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Randox Testing Services is part of the Randox Laboratories group, a global market leader in the diagnostics industry with over 35 years' experience. Founded in 1982 by the current Managing Director, Dr Peter FitzGerald CBE FREng, Randox is dedicated to accurate and sensitive sample testing. The organisation employs over 1,400 people globally, with offices and distribution in over 145 countries.

## RANDOX IS DEDICATED TO ACCURATE & SENSITIVE SAMPLE TESTING

The ethos within Randox is to produce quality products, supported by continual investment in research and development. It is this approach that led to the creation of revolutionary Biochip Array Technology (BAT). This technology has changed the way we think about drugs of abuse testing; allowing us to test for up to 44 analytes from a single sample. Not only are the results highly accurate and reliable, but are also extremely cost-effective.



## COMPLETE DRUG & ALCOHOL TESTING SOLUTIONS

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### OUR COMPLETE SERVICE GUARANTEES RELIABLE & ACCURATE RESULTS

Radox Testing Services is a market leader in the drug and alcohol testing industry. Our expertise is relied upon by a range of leading safety-critical companies across the world, as well as the medico-legal sector.

Through utilising innovative multiplex drug and alcohol screening methods as well as LC/GC mass spectrometry confirmatory analysis our complete service guarantees reliable and accurate results.

It is this accuracy and reliability that has led to us supplying drug and alcohol testing services to some of the world's leading airlines and shipping fleets.

With flexible testing methods and a global network of trained collection specialists, we give confidence to our customers through ensuring our complete service meets all their needs.

Radox Testing Services is committed to using its recognised, world-class expertise to improve safety and shape legislation in a range of industries across the world.

## WORKPLACE DRUG & ALCOHOL TESTING

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With the widespread availability of drugs and alcohol, there is an increased risk of substance abuse in the workplace leading to huge ramifications for a business and its employees. Jeopardising the safety of not only the user, but also their co-workers and in some cases the general public, it affects the whole business environment and puts those present at serious risk of harm.

Substance misuse (or abuse) is defined as the sustained use of any mind-altering substance. This includes legal substances like solvents and alcohol as well as illegal drugs. Substance misuse impairs an individual's ability to perform normal, routine tasks, as well as affecting their ability to interact socially. Altering their behaviour, it can have a damaging effect on all areas of their life, with their workplace being no exception.

### Is This a Common Problem?

Globally it is estimated that 1 in 20 people aged between 15 – 64 used an illicit drug in the past year. Even more concerning is that 10% of these people are considered to be problem drug users. In the UK it is estimated that £7.3 billion is lost each year due to the amount of lost work and productivity through alcohol abuse alone.

It is an issue that must be on the radar of all responsible employers.



### What Can Employers Do?

To counteract the negative effects substance misuse can have on a company, many organisations implement a policy that outlines their expectations concerning working whilst under the influence of alcohol and drugs. This can often be referred to as a substance misuse policy and it enables employers to implement workplace drug and alcohol testing processes.

Employers hold the responsibility to ensure employees are fully aware of the company's rules, regulations, testing and disciplinary procedures.

The policy itself holds vital importance, providing employees with the knowledge of the standards expected of them.

## Our Expertise

As workplace testing becomes more common it is important that drug and alcohol testing service providers are equipped to meet the varying demands of different industries. At Randox Testing Services we possess a wealth of experience and knowledge that enables us to offer holistic packages to meet the needs of the customer, regardless of their location or industry. This knowledge comes from over 35 years of testing experience in the diagnostics industry and through our involvement with bodies that help shape testing legislation.



**WE PRIDE OURSELVES ON HELPING  
OUR CUSTOMERS IMPROVE THE HEALTH  
& SAFETY OF THEIR WORKING ENVIRONMENT**



We pride ourselves on helping our customers improve the health and safety of their working environment through helping them implement a comprehensive substance misuse policy. Our expertise within this industry allows us to craft customised packages to meet the drug and alcohol testing needs of any workplace. Our methods are flexible to adapt to any changes and our testing processes are accurate, to guarantee reliable results.

## MEDICO-LEGAL TESTING

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Medico-legal testing for drugs and alcohol may be required by various professional bodies involved in child custody cases, care proceedings or child protection cases. In cases regarding divorce and children, a dispute may arise during the process of discussions involving the custody of children. In these cases drug and alcohol testing may be sought if there has been a substance abuse claim against a parent fighting for custody or visitation. In cases relating to child protection, social services may seek drug and alcohol testing if child welfare claims have been made regarding suspected substance misuse.

Normally in medico-legal cases a hair sample would be tested as it provides the longest detection window.

## DOING THE RIGHT THING BY THE CHILD IS THE MAIN PRIORITY

### Why Test?

Drug and alcohol testing is important to ensure child protection from the detrimental effects of parental substance misuse and to ensure they have a quality of life they deserve. In addition it is also important to enable parents the opportunity to get the help and support they need and begin rehabilitation treatment.

Doing the right thing by the child is the main priority, and where possible parent and child relationships are sought to be maintained. Drug and alcohol testing assists in these efforts and in such cases abstinence monitoring testing may be required to assess a parent's recovery e.g if a visitation case is being reassessed.

### Our Expertise

At Randox Testing Services we provide drug and alcohol testing to all professionals within the family law and medico-legal sector. Our hair drug testing service utilises accredited testing methods and is made more cost-effective through the patented testing methods we have developed.

We understand the impact a positive result can have on a parent, child, and extended family and ensure results of the highest precision and accuracy. With over 35 years' experience in the diagnostic industry we have gained reputation as a trusted provider.

Our drug and alcohol testing solutions are flexible and can be tailored to our customer needs with a choice of testing methods. We offer a comprehensive drugs of abuse test menu and our service also includes expert witness reporting where applicable.



## TESTING METHODS

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### ABSTINENCE MONITORING

Conducted as a follow up on a confirmed positive drug or alcohol test. If an employer provides support to an employee who has had a confirmed positive drug or alcohol test, this type of testing may be used to help with rehabilitation.

### PRE-EMPLOYMENT

This is the most popular type of workplace testing especially in industries which have safety critical roles. This type of testing is an essential part of a company's recruitment process and clearly states the company's position on drug and alcohol misuse for any potential employee.

### POST-INCIDENT

Used to determine if drugs or alcohol may have contributed to an accident/incident in the workplace. This type of testing can be an effective tool in accident investigations and it is our recommendation that should an incident occur, all employees involved should be tested.

### RANDOM

A popular type of testing within workplaces as it acts as a deterrent to drug and alcohol abuse. A company's drug and alcohol testing policy should clearly outline that they carry out random workplace testing ensuring employees do not know when the event is planned.



### WITH-CAUSE

Performed when a company is suspicious that an employee may be currently under the influence of alcohol or misusing drugs. This suspicion is normally raised if an employee is acting out of character and there has been observed different behaviours.

## DETECTION WINDOWS

A detection window is the time frame in which a drug can be detected within a biological sample. A cut-off level is applied which allows results to be classified as either positive or negative. The detection window is the period of time in which the level of drug can be identified as being above or below this cut-off.

### URINE

Urine is the most common sample type for drug testing and offers a longer detection window than oral fluid for drugs.

#### Detection Window:

**Drugs:** 12 hours – 12 days  
(drug dependent)

**Alcohol:** Maximum of 24 hours  
(dependent on quantity ingested)

### ORAL FLUID

Oral fluid testing analyses a saliva sample for parent drugs and their metabolites, providing analysis of short-term drug abuse.

#### Detection Window:

**Drugs:** Up to 24 – 48 hours after consumption  
(drug dependent)

### HAIR

A hair drugs test offers a longer window of detection than alternative testing and can provide a detailed view or overall picture of drug or alcohol use.

#### Detection Window:

Based entirely on hair length

**Head hair:** 1cm is equal to a detection window of approximately 1 month

**Body hair:** Can be used to provide an extended window of up to 1 year





### BREATH

Breath can be tested for alcohol using hand-held devices which provide immediate results. These devices can gauge blood alcohol content (BAC) by measuring deep lung air.

#### Detection Window:

**Alcohol:** Maximum of 24 hours  
(dependent on quantity ingested)

## DRUG DETECTION LIST

	 Urine	 Oral Fluid	 Hair	 Breath
Alcohol/Markers	•		•	•
Amphetamines	•	•	•	
Barbiturates	•			
Benzodiazepine	•	•	•	
Buprenorphine	•	•	•	
Cannabis	•	•	•	
Cocaine	•	•	•	
Ecstasy	•	•	•	
Fentanyl	•			
K2 Spice	•			
Ketamine	•		•	
MDMA	•	•	•	
Methadone	•	•	•	
Methadone metabolite (EDDP)	•		•	
Methamphetamine	•	•	•	
Opiates	•	•	•	
Oxycodone	•	•		
Phencyclidine (PCP)	•	•	•	
Propoxyphene (PPX)	•			
Tramadol	•		•	
Tricyclic Antidepressants	•			

## POLICY REVIEW, TRAINING AND EDUCATION

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### Substance Misuse Policy Review

To ensure our customers are in a position to implement a comprehensive workplace substance misuse testing policy we conduct a full review of any relevant policies that are already in place. We offer this service free of charge to customers. This is the first step in our process and checks that all wording and descriptions are relevant and accurate.

Once the policy has been reviewed and if necessary amended, recommendations can be made as to how the changes can be implemented. In some cases a presentation from a Randox Testing Services representative may be necessary to explain the changes and what they mean to all staff.



### Training

Our training courses ensure employer confidence to carry out workplace drug and alcohol testing and management competence in enforcing the processes. All training courses are fully documented, regularly reviewed and include an assessment of the effectiveness of training. In addition, all attendees are provided with a certificate at the end of each completed training course.

### Education

Educational seminars offer a chance for the topic of drugs and alcohol to be discussed. This opens up a learning experience for employers and their employees and can be beneficial for not only the workplace but each individual taking part.

### Our Training and Education Courses Include:

#### Drug and Alcohol Management Awareness Training

Aims to provide managers and supervisors with an understanding of drugs and alcohol and a practical knowledge of substance abuse in the workplace.

#### Chain of Custody Training

Empowers employers to conduct their own sample collections on-site with the same accuracy and precision as a Randox Testing Services collector, ensuring the integrity, confidentiality and traceability of samples is maintained.

## ACCOUNT MANAGEMENT

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At Radox Testing Services each of our customers are assigned a dedicated Account Manager who manages the entire process of implementing drug and alcohol testing. They are at hand to make informed recommendations and to ensure the smooth introduction of any policy changes.

Assigning a dedicated Account Manager is just one of the ways in which we go the extra mile to offer added value to our customers. In addition to this we also provide regular, in-depth management information reports which include result analysis. This enables our customers to identify trends within their workplace.

Should customers need immediate access to results, or need to review results retrospectively, we also have a secure online portal which can be accessed at any time (by allocated users) so they can view their organisation's test results.



**ASSIGNING A DEDICATED ACCOUNT  
MANAGER IS JUST ONE OF THE WAYS  
IN WHICH WE GO THE EXTRA MILE**

## POINT OF CARE TESTING KITS

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Our range of point of care products enable users to conduct on-site drug and alcohol testing for instant results. Our products are specifically designed to screen for the presence of drugs or alcohol and include a selection of user friendly devices and instant kits.

### URINE

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Our instant urine drug testing kits consist of integrated test panels, from 8 to 14 drug classes, complete with collection cup. They can screen urine samples for a variety of drugs of abuse and provide instant results at the point of sample collection.

#### Features of Instant Urine Test Kits

- Screens for 8 to 14 drugs of abuse
- K2 Spice detection available on 14 panel test
- Tamper-proof strip insert
- Robust cup with a wide aperture and secure lid
- Individual chambers eliminate drug interpretation confusion
- Available with adulterant test strips
- Samples collected can be used for subsequent laboratory confirmation testing
- Results in as little as 5 minutes

### ORAL FLUID

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Used to screen for a variety of drugs of abuse, our oral fluid kits enable you to collect and analyse samples on-site for instant results at the point of collection.

#### Features of Instant Oral Fluid Test Kits

- Can screen for up to 10 drugs from a single sample
- One drug per strip for superior accuracy and sensitivity
- Swab locks into the device for a tamper evident and airtight seal
- Sponge saturation indicator strip in the collection swab; changes colour once the sponge contains sufficient saliva

### BREATH

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We provide Home Office approved breathalysers for detecting the presence of alcohol in breath samples. Our breathalysers are designed to meet the requirements of evidential breath testing to ensure accurate results. They also come equipped with user friendly features such as wireless printing of results to ensure a reliable instrument for all your testing needs.

## SAMPLE COLLECTION & CHAIN OF CUSTODY

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With a global network of trained collection specialists, we can guarantee through strict chain of custody procedures, the integrity of all collected samples.

Chain of custody refers to the system of controls governing the collection, processing and storage of samples and involves the following:

- Chain of custody form with barcodes that link the specimen to the paperwork
- Donor consent and collector's signature on every form
- Tamper evident seals on the specimen containers that show if any attempt has been made to remove them
- Secure packaging to protect the specimens in transit to the laboratory
- Laboratory checks on arrival to confirm the chain of custody is intact

These procedures ensure that the results reported by the laboratory originated from a particular donor and that the reported results relate, beyond doubt, to the donors sample.

**CHAIN OF CUSTODY REFERS TO  
THE SYSTEM OF CONTROLS GOVERNING  
THE COLLECTION, PROCESSING  
& STORAGE OF SAMPLES**

## REPORTING SERVICES

### Expert Witness Services

An Expert Witness Report is an interpretation of the results of a drug or alcohol test. It provides a detailed explanation of whether or not substances tested for were detected as well as information regarding chain of custody compliance and testing procedures.

As trusted industry experts, our staff are trained to act as Expert Witnesses in legal cases involving drug and alcohol testing. Our experienced team of Reporting Scientists have undergone extensive Expert Witness training to provide professional witness statements or fully written reports for use as evidence in a court of law or industrial tribunals.

Where required, a Senior Toxicologist from Randox Testing Services can attend legal proceedings in person to provide Expert Witness testimony.



**AN INDEPENDENT  
& CONFIDENTIAL  
REVIEW TO  
DETERMINE THE  
CAUSE OF A  
POSITIVE RESULT**

### Medical Review Services

Our Medical Review Service offers independent and expert examination of positive results under medical confidentiality.

A positive result from a drug and alcohol analysis is a cause for concern. However, there are some cases when there is a legitimate medical reason for the result. Our Medical Review Service allows for an independent and confidential review to determine the cause of a positive result. For example: if an employee is taking prescription medication.

The Medical Review Officer (MRO) assesses a positive result in the light of the donor's medical background to determine if there is a legitimate medical reason for the result. The MRO helps protect both the rights of the employee being tested and the employer requiring the testing.



## TESTIMONIALS

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### Sugarman Health and Wellbeing

We have been working in partnership with Radox Testing Services for a number of years and they have always offered us an excellent service, fully supporting us with our occupational health service provision to our client base on a nationwide basis.

Often responding at extremely short notice to not only meet, but surpass our client expectations, with an always friendly and highly efficient service.

We can wholeheartedly recommend Radox as a trusted partner for your business.

**ALWAYS WILLING  
TO HELP &  
ARE HIGHLY  
EXPERIENCED**

**NOT ONLY MEET,  
BUT SURPASS  
OUR CLIENT  
EXPECTATIONS**

### Mabey Hire

Radox Drug and Alcohol Testing Services have provided Mabey Hire with an exceptional service for workplace drug and alcohol testing for many years. You can speak to any member of the team from customer services, collection staff and your Account Manager who are always willing to help and are highly experienced. It's great to know that you have the support you need when it's needed.

We have found them to be reliable and deliver a prompt turnaround of clear and accurate reports and they have provided a service tailored to us and our drug and alcohol policy.

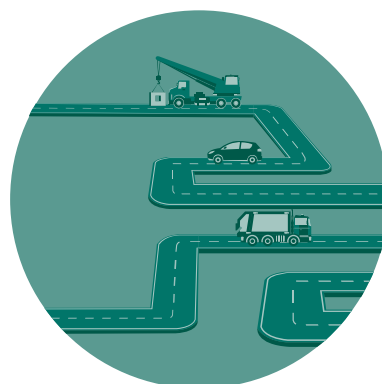
## TESTIMONIALS

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### Yorwaste

Yorwaste first engaged with Radox Testing Services (RTS) to develop a post-incident, with-cause testing policy. RTS were instrumental in helping us develop a policy and introduce the process into the business. In addition, they offered management training to help develop the business' understanding of what to look for and do in relation to drug and alcohol in the workplace.

Yorwaste then approached RTS again to develop a random drug testing regime which has been introduced seamlessly across the business. They have also supported the growth of the random drug testing programme in line with the company's growth.



**WE AS A BUSINESS  
WOULD STRONGLY  
RECOMMEND  
RANDOX TESTING  
SERVICES**

RTS have provided a professional and personal service to Yorwaste and have helped to support a business which has developed from a very limited drug and alcohol stand-point. When issues have arisen they have been proactive and responsive and have tailored their service to meet our needs.

We as a business would strongly recommend Radox Testing Services in helping develop and deliver a robust approach to drugs and alcohol in the workplace.

## WHY CHOOSE US

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Accurate and reliable testing methods



Experience across a wide range of industries



Global network of trained collection specialists



Free substance misuse policy review service



Customised training and education seminars



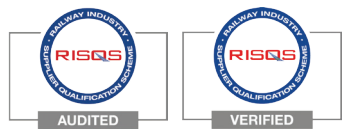
Dedicated account management

# RANDOX

TESTING SERVICES



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