ACUITY INTERNATIONAL

USE CASE

Drug and Alcohol Testing (DAT)

Summary

With Acuity International's DAT testing, medical review, and program management services, employers can make more informed hiring decisions, minimize workplace injuries or fatalities, reduce risk, and save money.

Meeting Workplace Challenges

Employee drug and alcohol use can have a significant impact on workplace safety, productivity, and an organization's bottom line. According to industry research:

- A single employee with an untreated substance abuse disorder will cost their employer approximately $7,000 per year in excess healthcare expenses, absenteeism, and turnover costs.

- Substance abusers are 33% less productive than their peers.

- Up to 40% of industrial fatalities can be linked to alcohol abuse and alcoholism.

- 80% of drug abusers steal from their workplaces to support their habit.

Drug and alcohol screening can protect a business and its employees from these risks, expenses, and liabilities. However, many organizations self-test for drugs and alcohol, which can be costly, difficult to scale, and challenging to track, especially since many employers must screen workers at pre-employment and randomly afterward. These tests must also be performed in compliance with ever-evolving government regulations (including DOT and DOL regulations) and independently verified.

Testing Requirements

Self-performing drug testing management on prospective and current employees, and employer needed a third party to step in and provide oversight of their drug testing program.

Specifically, they wanted a trusted partner who could manage their program end-to-end, including screening, identifying donors based on reasonable suspicion, performing medical reviews and verifying results, and ensuring compliance with government regulations – all backed by centralized and secure reporting.

Industry

- Government
- Railroads
- Oil & Gas
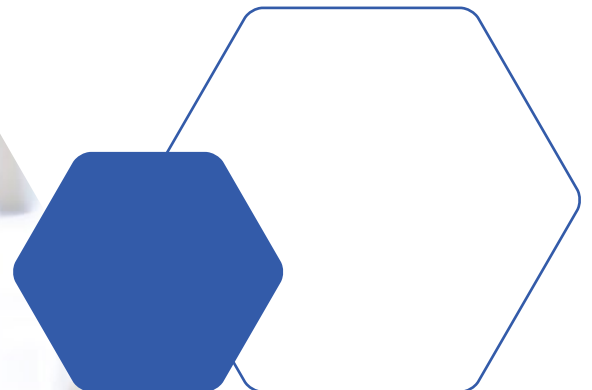- Maritime
- Transportation

Challenges

Employee drug and alcohol abuse is costly and dangerous. Yet internal screening programs are challenging to implement and scale, since tests are required at every stage of employment, from pre-hire to random testing. Employers must also contend with problems such as:

- The pressure to onboard new employees quickly and efficiently
- Identifying employees for random testing
- Difficulty accessing collection, medical review, and reporting services on-demand
- Determining the appropriate testing methods
- Verifying test results quickly and in alignment with laws
- Complying with government regulations that govern testing, reporting, and employee rights

Solutions

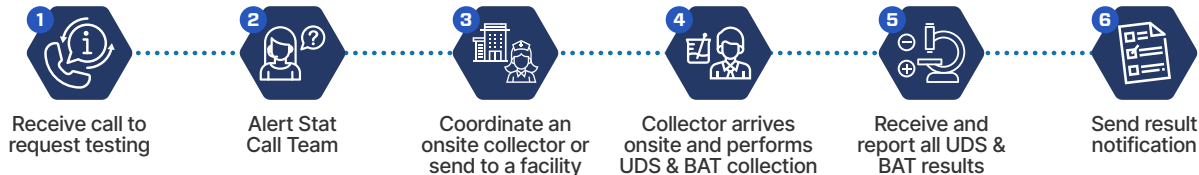Acuity's DAT and Medical Review services provide:

- One-stop shop for comprehensive DAT and program management
- Flexible, customizable service delivery options, including on-call, on-site, and random
- 24/7/365 access to a network of certified collectors
- Medical Review Officer (MRO) and Medical Review Officer Assistant (MROA) oversight
- Surge readiness and response
- Real-time tracking of testing status and results
- Secure cloud-based technology for data management and transmission
- Internal training and support

Random Drug Screening Process

| 1 Receive donor roster | 2 Select random donors | 3 Schedule onsite collections | 4 Complete random collection | 5 Receive and report all UDS & BAT results | 6 Review results & documentation | 7 Send result notification |

Post Accident/Reasonable Suspicion Screening Process

| 1 Receive call to request testing | 2 Alert Stat Call Team | 3 Coordinate an onsite collector or send to a facility | 4 Collector arrives onsite and performs UDS & BAT collection | 5 Receive and report all UDS & BAT results | 6 Send result notification |

Solution

Acuity International was chosen to provide comprehensive, flexible, and scalable DAT, medical review, and program management services including customized screening panels, as is required. As experts in the management and implementation of substance abuse testing and verification with federal regulations, our certified MRO physicians follow rigorous protocols to ensure contract and regulatory compliant final determinations. With solutions that are proven, repeatable and scalable, Acuity annually performs over 200,000 medical exams, 61,000 drug screenings, and 1,500 MRO services each year.

To address the employer's unique needs, our managed solution consisted of the following:

- Assisted client with developing or improving drug-free workplace written policy.
- Testing services delivered on-call, on-site, and randomly to include pre-employment, annual physical, reasonable suspicion, post-accident, return-to-duty, blanket, period, and surge testing events as required.
- Testing methods: urine, breath alcohol, hair, and oral fluids.
- Substances tested for: amphetamines, tetrahydrocannabinol (THC), cocaine, opiates, phencyclidine, and alcohol.
- 24/7/365 on-call access to a network of certified collectors.
- MRO and MROA services across all 50 U.S. states and territories, including reviewing test results, interviewing donors prior to making a positive/negative determination, submitting final determination reporst, and provisioning expert testimony in formal court proceedings.
- Compliant testing, review, verification, and reporting policies and protocols.
- Internal training for drug screening, drug-free workplace awareness, Employee Assistance Program (EAP) awareness, breath alcohol technician and a "train the trainer" model.
- A centralized real-time, data-driven process that is seamless, secure, integrated, and backed by 24/7 customer care.

Benefits

- Implemented a scalable, performance-based workforce drug and alcohol testing program management and oversight from collection through verification, reporting, and legal testimony.
- Created DAT policies that align with industry best practices and comply with legal regulations.
- Increased employee awareness of the impact of substance misuse on health and employment, empowering employees to make better decisions about their health and wellbeing, leading to a healthier workforce and reduced absenteeism.
- Trained internal supervisors on legally sensitive areas, confidentiality, and employee referrals, to ensure that the client's drug-free workplace policy was implemented consistently and fairly across the organization – reducing the risk of legal issues and creating a fair and transparent workplace.
- Improved workplace safety and reduced costs from drug and alcohol misuse in the workplace, reducing the risk of accidents and injuries, lowering worker's compensation costs, and creating a safer work environment for all employees.

703.261.1110 | Call now and learn more about our Drug and Alcohol Testing (DAT) services.