



15 September 2021

Brett Adie  
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United Workers Union  
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Dear Brett

## **RE: For Cause AOD Testing**

I refer to your correspondence dated 31 August 2021 regarding For Cause Alcohol and Other Drug (**AOD**) testing in response to Ambulance Victoria's (**AV**) correspondence of 24 August 2021.

As previously noted, and stipulated in the AV Alcohol and Other Drug Policy (POL/PAC/066) (the **AOD Policy**), AV is committed to the health and wellbeing of its employees. On that basis, it gives due consideration to a variety of factors to determine whether 'For Cause' testing pursuant to the AV Alcohol and Other Drug Procedure (PRO/PAC/075) (the **AOD Procedure**) is appropriate. This includes reference to the Medication Management High User Report, Cause Audits, Occupational Health and Safety (**OHS**) concerns, in addition to other factors noted in the AOD Procedure.

As stipulated in the AOD Policy, in accordance with AV's obligation to ensure, so far as is reasonably practicable, a healthy and safe workplace and the safety of the Victorian community, AV management have the capacity to request from staff biological samples (breath, oral fluids, urine or hair samples) for 'random', 'for cause' and 'workgroup testing'. Such testing is carried out in accordance with the AOD Procedure. Senior management have a responsibility to manage the identification of employees to be tested using the above audits, tools and reports, and to take appropriate AOD testing action in accordance with AV Policy and Procedure where deemed appropriate. This ensures 'For Cause' testing is carried out in accordance with AV's AOD Procedure where reasonable belief has been established that an AOD issue may be presenting, rather than an individual being 'targeted by AV' as noted in your correspondence.

Ensuring staff are fit for duty is central to AV's commitment of maintaining a safe, healthy and productive workplace and providing a professional, ethical and high performing service to the Victorian community. AV's AOD Procedure provides clear guidance to all staff in the interpretation and implementation of the AOD Policy to eliminate inappropriate and/or illegal alcohol and/or other drug usage at AV. The AOD Procedure provides a framework and clear instruction for AOD testing, and is very much far from a 'cloak and dagger approach' stated in your correspondence. Specifically in the case of [REDACTED] on the day of testing, [REDACTED] was clearly informed of all aspects of the testing process including what samples would be collected prior to any commencement of testing and how he would be informed of results.



Lastly, in response to your request for evidence used to determine the 99<sup>th</sup> percentile as an indicator of potential personal use of medications, I can confirm the 99<sup>th</sup> percentile reporting is a report generated by AV's Clinical Operations division. This report identifies operational staff who have used restricted medications in high quantities on attended cases over various time segments. It is used as a tool (along with other determinants) to establish a cause if testing is required.

Testing methods outside of Random testing (including Random AAV) and pre-employment testing generally consists of Breathalyser, Oral Fluid and Urine testing with all samples returning to the laboratory for further analysis. In addition, Hair testing is conducted when there is evidence of misappropriation, medication incidents (lost or stolen) more than four days since incident to notification for AOD intervention and high use of medications over a given period.

If you have any further questions regarding the above, please contact me via email or on 0411 130 528.

Yours sincerely



**Sarah Crema**  
Acting Workplace Relations Strategy Lead