

## Pre-employment Drug & Alcohol Testing Q&As For Non-Constabulary Applicants

**Q - Who will be conducting the testing?**

**A -** NZ Police has contracted The Drug Detection Agency (TDDA) <https://tdda.com/>. TDDA are independently accredited by IANZ to conduct urine drug testing in accordance with the AS/NZ 4308:2008 Standard.

TDDA are the only testers NZ Police are accepting tests from so you cannot use your local GP or any other testing agency.

**Q – Where do the tests happen?**

**A –** TDDA have offices throughout the country. You can use any of the TDDA offices available. A list of TDDA testing offices can be found [here](#).

**Q – When and how do I book in for my drug and alcohol test?**

**A –** Applicants will be asked to book in for testing once you get to the final pre-employment check stage in the process. In the email you'll receive at this stage, there will be a link to a booking sheet for TDDA. Once this has been submitted a TDDA representative will be in contact to confirm the testing date and time.

Applicants will not be able to complete the testing until they reach the final pre-employment check stage in the process and TDDA will not be accepting bookings from applicants other than those using the approved booking form.

**Q – Who is paying?**

**A -** NZ Police will be paying for the initial test. If further testing is required this will be at your expense – further details are provided below.

**Q – What drugs are NZ Police testing for?**

**A –** TDDA will be testing for the following 6 drugs:

- Amphetamines
- Benzodiazepines
- Cocaine
- Methamphetamine
- Opiates
- THC (Cannabis)

The testing also includes a breath alcohol screening.

**Q – Do I need to take anything along to the test?**

**A –** Yes you'll need to take photo identification such as a valid driver's license or passport to verify your identity.

**Q - Should I have a lot to drink before my drug test?**

**A -** It is recommended to have had 1 drink of water or other beverage in the 2 hours leading up to your drug test. Drinking too much may over-dilute your sample, causing the integrity checks to fail and may mean that another sample is required. You should also avoid going to the toilet an hour prior to your drug test to ensure you are able to provide an adequate sample for testing.

**Q - How long does the testing take?**

**A –** The test should take around 10-15 minutes this may take a little longer if you struggle to provide the urine sample.

**Q - How is the testing conducted?**

**A –** For drugs - A fresh urine sample is collected at the test. The sample is immediately screened and you will be advised of the result within minutes.

For alcohol – A breath alcohol screening is conducted.

**Q - How quickly will I know the results?**

**A -** A urine sample screen gives an instant result and you will be advised of the result within minutes by the testing agent. If your test results in a negative this means no drugs were detected, and you will be cleared to proceed with your application.

**Q - What happens if I fail the test?**

**A -** If your test results in a non-negative (which indicates the presence of drugs being tested for) you will have the option to send your sample to the laboratory for confirmation. This cost (about \$120 + GST) will be at your expense, and you will need to make payment immediately. If you choose to get your sample confirmed by the lab, these results will be sent to NZ Police within five business days, and your Talent Pathway Advisor will advise you of the outcome.

If you decide not to send your sample to the lab, your application will likely be declined. This will be confirmed by your Talent Pathway Advisor.

If the lab test produces a negative test result, you will be able to make a reimbursement claim to NZ Police for the cost of the lab test, and you will be cleared to proceed with your application.

If the lab test confirms a positive test result (which confirms the presence of drugs being tested for) your application may be declined. This will be confirmed by your Talent Pathway Advisor.

**Q - What happens if I refuse to test or don't do the test within the required timeframe?**

**A –** If you refuse or do not consent to do the drug & alcohol testing this will likely lead to your application being declined.

In the case of a missed appointment or if you do not get the test completed in the allocated timeframe, you will need to contact your Talent Pathway Advisor ASAP to discuss.

**Q – Can I fail a test through passively smoking?**

**A –** Our understanding is that passive inhalation is extremely unlikely to cause you to fail a drug screening test.

For every drug tested for in a standard urine drug test there are cut-off levels built into the test. This means that you can have a residual level of each drug in your system, up to the cut off level, and still pass your drug test.

**Q - Can I review the result of my test?**

**A -** In the event of an initial non-negative test result, you will have the opportunity to have this result confirmed by the laboratory, as outlined above. This will be at your expense at a cost of about \$120 + GST.

If you decide to dispute the lab result, you have the right to have the B sample tested by an accredited lab of your choice. This will be at your expense.