

Workplace Drug Testing



Sweden



Norway



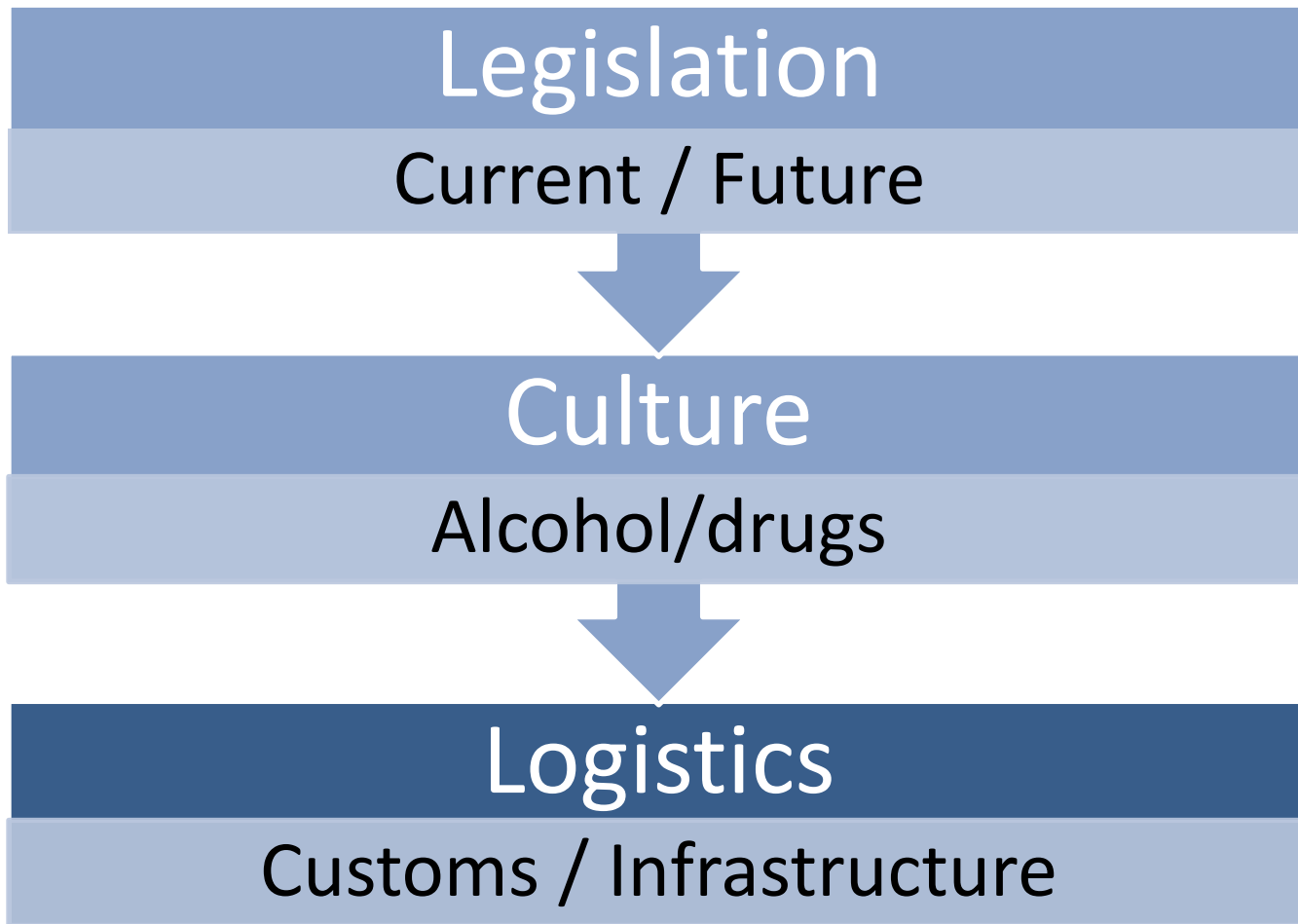
Finland



Russia

It is possible to do workplace drug testing in all of these countries.

Things to Consider



”Flag information” EWDTs.org

- Is any WDT (workplace drug testing) performed in the country?
- Are there any regulations or laws in force regarding WDT?
- Are the words “drug tests” mentioned in any laws?
- Are there any other guidelines regarding WDT?
- Is a drug test considered a non-medical or medical test?



”Flag information”

- Is it mainly pre-employment or is random and post-accident testing also performed?
- What matrices are used? (urine, hair, oral fluid)
- Is the role of Medical Review Officer (MRO) an established function and does the person need to be medically qualified.
- To get more information about WDT in the country, where should one go?

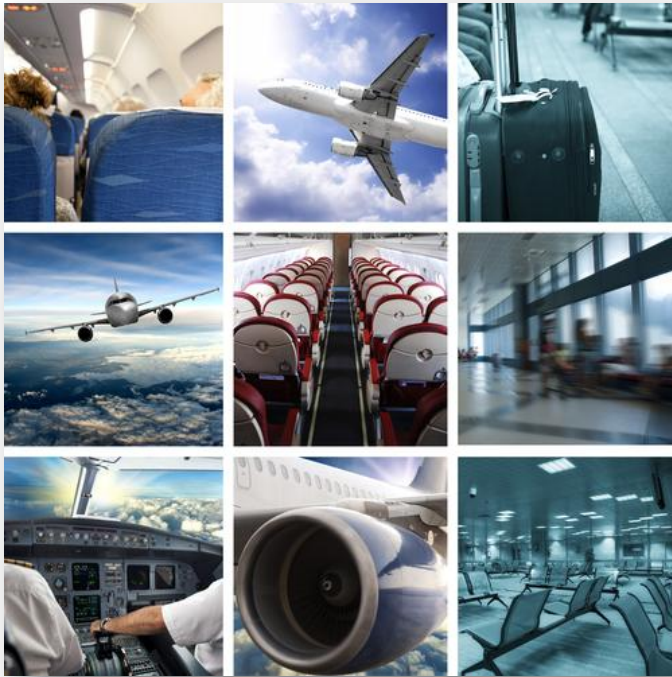




SWEDEN

There is **no** legislation that mentions the words ***drug test***, except within AVIATION.

Aviation Laws



Only In Europe

- All working people on "airside" can be tested randomly by police (alcohol and drugs).
- Even foreigners on incoming flights, like American Airlines, can be tested.
 - *There are legal consequences if positive.*

Aviation Example

Airport Coaches

Meeting with the employer and the Union (2007)



Platform based on facts about different methods (urine, hair and oral fluids) and different occasions for testing (pre-employment, random, etc.)

Airport Coaches

Testing Requirements

- Pre-employment: hair test for drugs, blood marker for over consumption of alcohol
- Random: 25 % per year, oral fluid / breath test
- Post accident: oral fluid / breath test
- MRO - positives



Workplaces That Test

Examples

- Volvo
- Airports
- Security Companies
- Nuclear Plants
- Banks
- Ferry Lines





NORWAY

- Pre-employment and random testing is performed!
- Safety sensitive jobs!
- Consent from donor!
- A policy agreed by employer and union is needed.



Things to Know

Different methods are okay, as long as they are certified

Considered a medical test

MRO accepted and used

Many laws

Regulatory Information

- The Working Environment Act, Chapter 9; Norwegian Directorate for Health and Social Affairs – Quality Circular “Requirements of routines in drug and alcohol testing, where a positive result might give the reason for serious sanctions” (IS – 14/2002)
- Regulations for specific businesses, trades or industries.

Ex: Oil & Gas industry - GUIDELINES FOR ALCOHOL AND DRUG TESTING NO. 099



FINLAND



Drug testing is conducted in Finland.

Only Used for
Pre-Employment

MRO is Mandatory

Urine is the Most
Common Method

It is Considered a
Medical Test

Drug Testing Laws

There are Three Laws/Regulations for Workplace Drug Testing

1

Occupational
Health Care Act
(1383/2001)

2

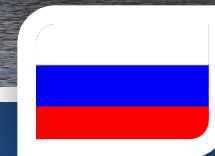
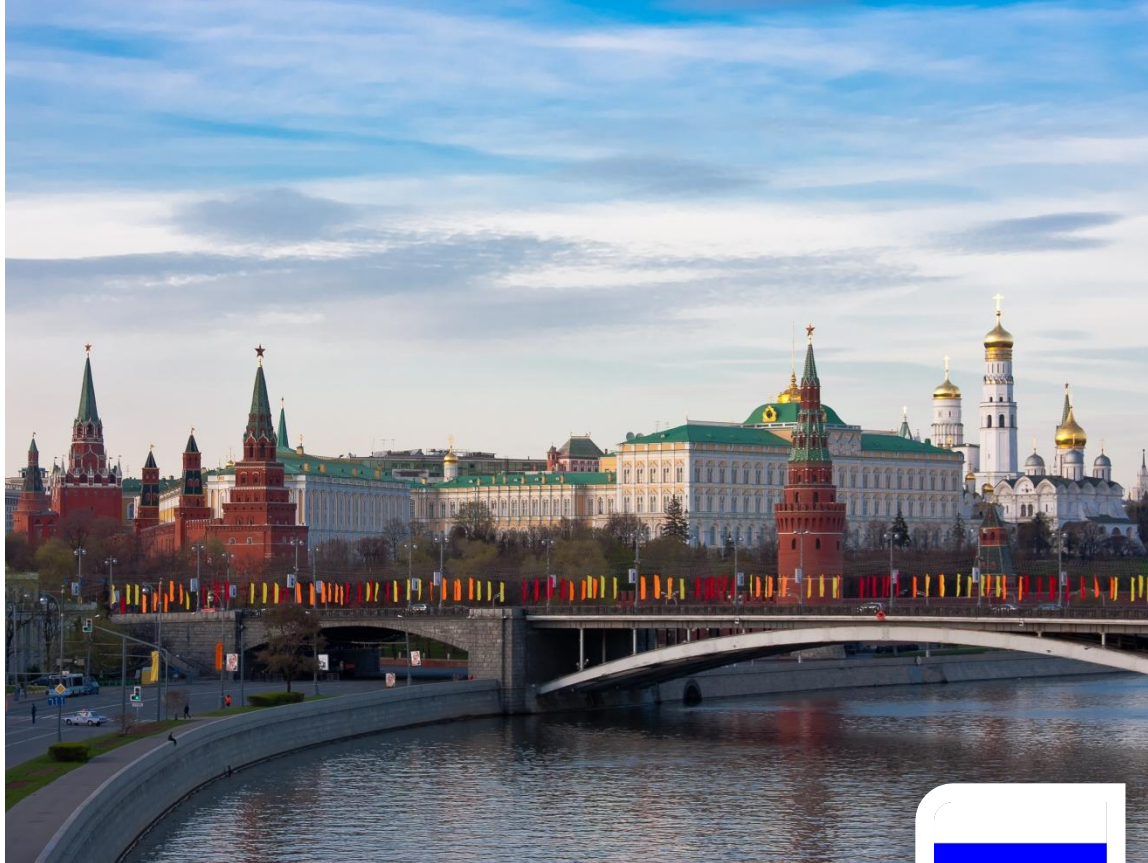
The Act on the
Protection of
Privacy in
Working Life
(759/2004)

3

Government
Decree on Drug
Use Testing
(218/2005)

Interesting Facts

- Before legislation in 2004, Finnair did random testing
- No test result can be reported over the internet, even if it is only identified with a barcode.



RUSSIA

Drug testing can be done in Russia, but more information is needed.

Things to Know

- Varying laws
 - Ex: St. Petersburg vs. Moscow
- Very difficult to get urine samples out of Russia
- Hair testing works with both courier and regular mail
- Huge alcohol problem exists
- Baltic States have serious problem with amphetamine

DISA Collection Site Network



DISA International
Drug & Alcohol Collections Worldwide

NORTH AMERICA

CANADA
UNITED STATES
MEXICO
PUERTO RICO
VIRGIN ISLANDS

EUROPE

AUSTRIA
BELGIUM
CZECH REPUBLIC
ENGLAND
FINLAND
FRANCE
GERMANY
GREECE
HUNGARY
IRELAND
ITALY

LUXEMBOURG
MONACO
NETHERLANDS
NORWAY
POLAND
PORTUGAL
ROMANIA
RUSSIA
SCOTLAND
SPAIN
SWEDEN
SWITZERLAND

AFRICA

BOTSWANA
NIGERIA
EGYPT
MAURITIUS
SOUTH AFRICA

CENTRAL & SOUTH AMERICA

ARGENTINA
BRAZIL
COSTA RICA
CHILE
COLOMBIA
PERU

AUSTRALIA

AUSTRALIA
NEW ZEALAND

ASIA

AZERBAIJAN
CHINA
ISRAEL
KUWAIT
MALAYSIA
PHILIPPINES
SINGAPORE
UNITED ARAB EMIRATES (UAE)

OTHER SITES

ARUBA
ST. LUCIA
TRINIDAD & TOBAGO