



## **Pre-employment Drug Testing – FAQ for Applicants**

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### **How long does it take to have a drug test?**

It usually takes between 10-15 minutes, allowing time for both administrative activities and the testing itself (which takes up to 5 minutes).

### **When will I know the results of my drug test?**

You will be present for the entire on-site testing process and will be told of your results once the testing process is complete, i.e. after approximately 5 minutes of providing a sample for the screening test process.

### **Who has access to my results?**

The only people who will have access to your drug test results are yourself, the hiring manager, HR and the testing technician. You will be provided with a copy of the test results at the conclusion of the process.

### **Can I refuse to take a drug test?**

Yes. A refusal is likely to render your application unsuitable for the role.

### **What do I need to bring along with me when I have a drug test?**

You will need to bring photo identification such as a valid Driver Licence, Passport or your MPI ID card (when a current MPI employee).

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

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.

### **How accurate are the results of my drug test?**

The results of your drug test are highly accurate. In the case of a failed screening drug test, the sample will be forwarded to an accredited laboratory for confirmation testing. Accredited laboratories utilise rigorous testing methods – the laboratory results are the final, confirmed results.

### **Do I have to do a urine drug test or can I do a saliva ('oral fluid') drug test for my pre-employment test?**

Urine sample screening is MPI's primary pre-employment drug test. At this point in time there are no New Zealand Standards for oral fluid testing; there are for urine testing. Furthermore, on-site oral fluid testing devices do not have the same accuracy levels as urine testing kits and the detection window of these devices is too narrow to provide a meaningful test result for MPI purposes.

### **What drugs will MPI be testing for?**

MPI will primarily be testing for THC (cannabis), amphetamines, methamphetamine, cocaine, opiates and benzodiazepines.

### **What happens if I fail the pre-employment screening tests?**

Your application is likely to render your application unsuitable for the role.

### **What are the laws around workplace drug testing in New Zealand?**

There are no specific employment laws that govern workplace drug testing, however the Health and Safety in Employment Act 1992, the Health and Safety at Work Act 2015, the Privacy Act 1993, and the Human Rights Act 1993 are all important Acts providing frameworks and definitive requirements for employers, and for drug testing agencies.

## **Can you tell if someone tries to cheat their drug test?**

Yes, there are a number of ways of determining whether someone has tried to cheat their drug test.

If you are found to have cheated and/or attempted to tamper with or adulterate a test, it is likely to render your application unsuitable for the role.

## **If I choose to take drugs in my own time, why is MPI allowed to drug test me?**

Due to the time it takes for your body to eliminate drugs from your system, you run the risk of having residual drugs in your system while at work. The side effects of many of the drugs of abuse mean that you then pose an unacceptable health and safety risk in your workplace.

## **How long do drugs stay in my system for?**

The elimination time for each drug varies. Cannabis is a fat-soluble drug which is deposited in the fat cells around the body, and has the longest elimination time out of any of the drugs of abuse. It can take a number of weeks, and sometimes months in the case of a heavy or frequent user, to have sufficiently low levels of cannabis in their body to enable them to pass a drug test.

## **I don't take drugs. Why did I fail my drug test?**

There are many medications that people need to take for legitimate reasons that may cause a false positive drug screening test result. The way in which some people metabolise certain foods and sometimes alcohol may also give a false positive screening test result. Herbal remedies, vitamins and some pre-workout and other fitness supplements can have the same effect.

If you fail your drug test for whatever reason, your sample will be forwarded to an accredited laboratory for further analysis. This will reveal exactly what drug or substance is in your body. Our service providers will assist MPI in interpreting the results and what they mean.

## **Can I fail a drug test from passively smoking marijuana?**

We understand that passively inhaling cannabis, or any other illicit drug residue, is extremely unlikely to cause you to fail a drug screening test.

For every drug tested for in a standard urine drug screen 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.

## **If I fail my drug test, will MPI or the service provider tell the police?**

No. Your drug test results will never be disclosed to a third party without your permission. Your results will be known by yourself, the hiring manager, HR and our service provider's technician. Any paperwork pertaining to your drug test will be kept strictly confidential and retained according to the Privacy Act and MPI's Privacy Policy.