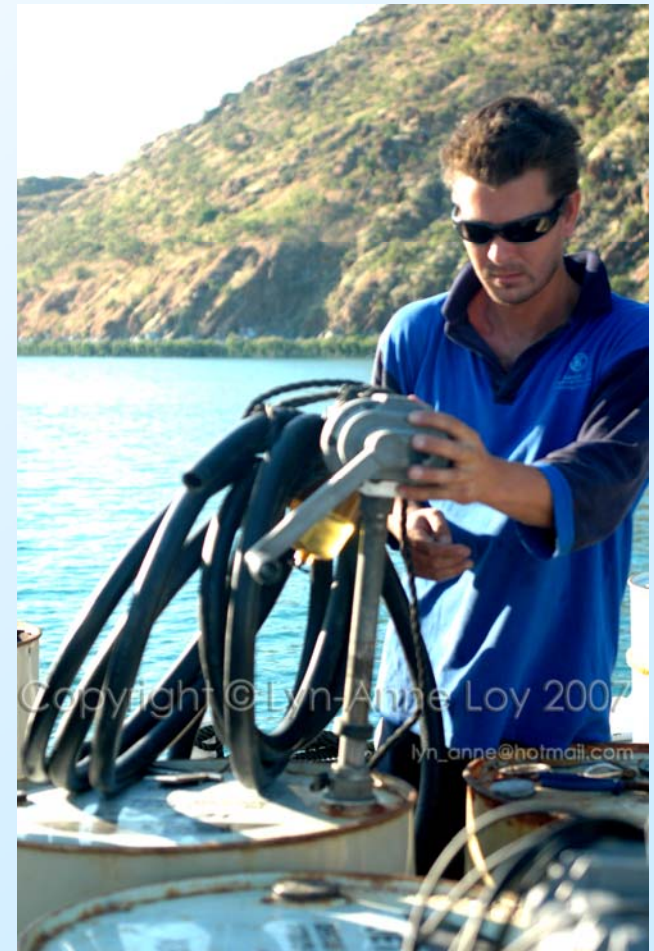




MG KAILIS GROUP

Fit For Work (Part A)
Drug & Alcohol Program





**The most important
reason for making your
workplace safe is not
at work at all**



What is the Basis of our D & A Policy

- **Random selection and testing**
- **Involves all staff & contractors**
- **Three strikes**
- **0.03% BAC Limit**
- **AS cut-off level for five major drug groups**
- **Support, education, counselling**
- **Pressure for change**



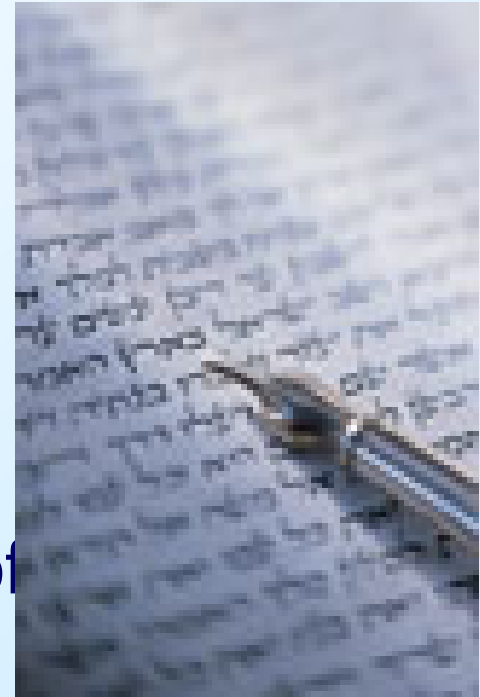
WHAT HAVE WE ACHIEVED ?

- Created a **safer workplace**
- Successful employee **buy-in**
- **Set the bar** for the fishing industry
- General **community recognition** and acceptance
- **Assisted** several long term **drug users** to quit

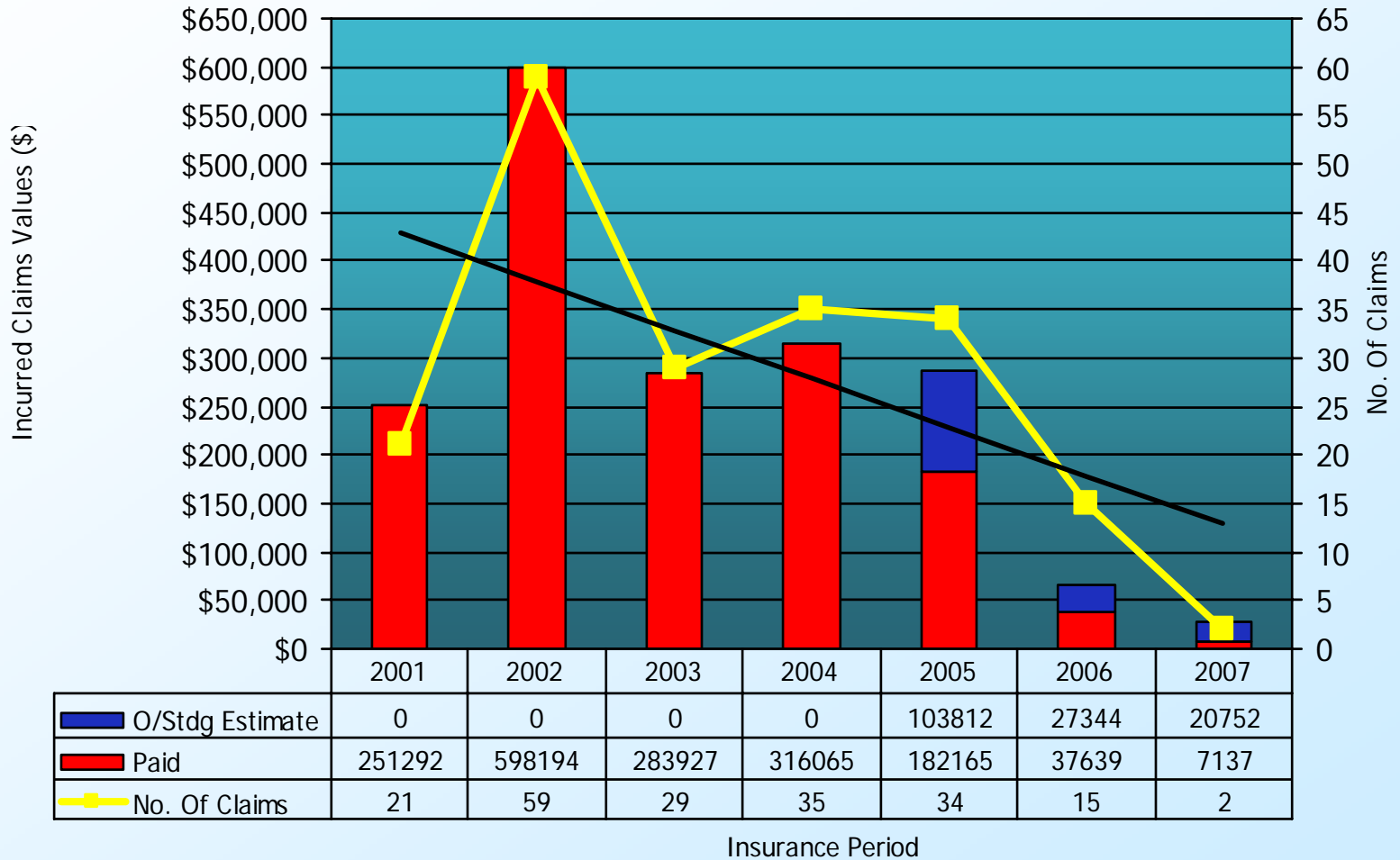


What Have We learned ?

- Business as usual
- A one-size policy does not fit all
- Policy alignment with the majority of



Workers Compensation Performance 2001 to 2007



Statistical Findings

April 2006 to March 2007

- Cost of the program first 12 months: **\$ 58,529 or an average of \$160 per FTE**
- **11%** of persons tested returned a positive result for THC (**Cannabis**)
- **2%** of persons tested returned a positive result for **Methamphetamines**
- **71%** of persons who tested positive for cannabis were successfully returned to the workplace. The remaining **29%** of persons elected not to return.
- In the **first 6 months** of the program, **21** persons tested positive for **cannabis**. **Only 7** tested positive for cannabis in the **second 6 months**.

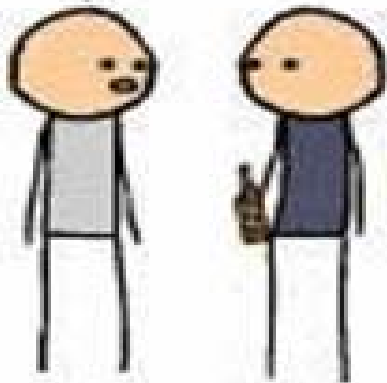


What Have We Done Well ?

- **Maintained** the **integrity** of the policy
- **Assisted** habitual alcohol and drug **users** to **break the cycle**
- **Built** employee **confidence** in the **validity** of **confirmation testing**



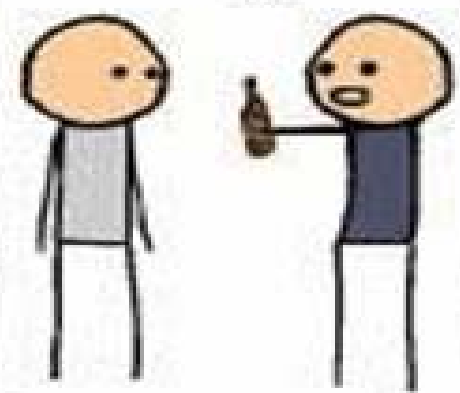
I think you should quit drinking.



It's the beer that is addicted to me



Oh no! It's back!



No! Stop!



HELP!!!!

