

# Health & Safety Forestry Working Group Memorandum of Understanding Pre-Employment Drug Testing

The Health & Safety Forestry Working Group supports the implementation of pre-employment drug testing for all new employees that seek employment in the Northland Forestry sector.

The purpose of this Memorandum of Understanding (MOU) is to achieve a co-ordinated approach by Northland Forest Owners and Managers in their desire to eliminate drug and alcohol impairment in the forest workplace. The group also encourages post-incident and probable cause testing.

The signatories to this MOU hereby agree to make it mandatory for all forestry contractors under their control to undertake pre-employment drug testing of new employees and to not employ those who fail this test. The drug testing undertaken shall meet either the AS:NZ 4308:2008 standard for urine (or any revised version), which sets out the procedures for the collection, detection and quantitation of drugs of abuse in urine or the AS 4760 (or any revised version) which is the equivalent standard for drug detection using oral fluid.

From time to time the Health & Safety Forestry Working Group may require the signatories to the MOU to table at their meetings, the summarised results of the pre-employment testing undertaken by their forestry contractors. The signatories to this MOU agree that this information will not be unreasonably withheld from the Working Group.

This nature and scope of this MOU shall be reviewed 12 months after the date of its implementation by the Health & Safety Forestry Working Group.

DATED: 30 July 2008

