



NZTI
Limited

solutions for your workplace

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The ICE Age

“P” - the Killer Drug

NZ is in middle of a “P” Epidemic

- Gaining Social Acceptance
- Our Goal to create awareness of the dangers and provide safety mechanisms
- Awareness in an effort to halt demand
- Less demand less supply
- Debate on “Close up” 18.02.09. between Greg O’Connor, President of Police Association American psychologist visiting NZ to find a solution for epidemic in both countries.

Drugs in the Workplace

- Our Drug Dogs are detecting drugs in workplaces on average four times a week
- Drugs & Alcohol can be the most dangerous hazard in the workplace
- Most employers/employees are oblivious to drug issues in the workplace
- Firearms - You know the dangers - What about P?

Employer Responsibilities

- Drugs & Alcohol now deemed to be a “Workplace Hazard” under the Health & Safety in Employment Act 1992
- Requirement to provide training in this area
- Company, directors, managers & staff are liable to prosecution for non compliance.

Penalties

- Non compliance penalties range from:
 - (a) up to 2 years imprisonment
 - (b) a maximum \$500,000 fine
 - (c) or both.

Health & Safety in Employment Act

Drugs and Alcohol - are now identified hazards under the Health and Safety in Employment Act 1992, Section 2 - and are defined as:

hazard” —

- (a) means an activity, arrangement, circumstance, event, occurrence, phenomenon, process, situation, or **substance (whether arising or caused within or outside a place of work)** that is an actual or potential cause or source of harm.
- (b) includes –
 - (i) A situation where a persons behaviour may be an actual or potential cause or source of harm to the person or another person; and
 - (ii) Without limitation, a situation described in subparagraph (i) resulting from physical or mental fatigue, drugs, alcohol, traumatic shock, or another temporary condition that affects a persons behaviour.

Health & Safety in Employment Act

• **Employers to ensure safety of employees —**

Health & Safety in Employment Act 1992, Section 6

- Every employer shall take all practicable steps to ensure the safety of employees while at work; and in particular shall take all practicable steps to—
 - (a) Provide and maintain for employees a safe working environment; and
 - (b) Provide and maintain for employees while they are at work facilities for their safety and health; and
 - (i) There are no practicable steps that may be taken to eliminate it; or
 - (ii) All practicable steps to eliminate it have been taken, but it has not been eliminated, — the employer shall take all practicable steps to isolate it from the employees.

Health & Safety in Employment Act

Health & safety in Employment Act 1992, Section 19

Responsibilities of employees —

Every employee shall take all practicable steps to ensure —

- (b) That no action or inaction of the employee while at work causes harm to any other person.

Meeting Compliance

- Employers have responsibility to provide training
- Employees have responsibility to take up said training

Compliance

- OSH Drugs & Alcohol awareness course informs and creates awareness about drugs in and around the workplace

- Allows the employer to meet their responsibilities under the Health & Safety in **Employment Act**

- NZQA accredited course which is government funded - limited time.

Employer Benefits

- Compliance with Health and Safety in Employment Act 1992, Section 6
- After training the Company gets certification for compliance purposes
- Staff awareness allows for self policing in the workplace
- Awareness allows information to filter through to appropriate management levels
- ACC levy benefits.

Performance Issues

- Downtime from absenteeism of users recovering from bingeing
- Poor work performance
- Theft of stock, fraud to service drug habits
- Likelihood of serious injury or death from users
- Company reputation.

The Killings

2008

- Whangarei, woman shot dead by Police in Vodafone shop. A known "P" addict she was attempting to hold staff ransom
- South Auckland Liquor store owner stabbed to death when 4 youths robbed his store Alcohol and "P" involved
- Asian business woman run down and killed by 4 youths in RUV whilst attempting to recover her stolen handbag. All youths later found to be on "P"
- Police officer chased and shot to death after being spotted outside a "P" house - another officer also shot but survives.

Gang Style Killing 2008

- Youth shot twice in the back of the head outside his South Auckland home - Father already in prison having convictions for manufacturing "P" Father not granted leave from prison to attend sons funeral.

2009 - present

- Innocent 17 year old fatally shot by Police who were pursuing "P" addict in car chase along the North Western Motorway.

February

- Dixon "P" addict doing time for GBH kills himself in Paremoremo Prison.

Drugs & Alcohol in the Workplace

- Ninety percent of the drug Methamphetamine (P) is distributed by bkie gangs.
- Engage Agents
- Target workplaces, employees/income
- Social drug becoming socially acceptable
- Compare to Marijuana.

Workplace Networking

- Awareness prevents drugs becoming a problem in the workplace
- Social events
- BBQ's
- Bars
- Alcohol & Dope lower resistance levels
- Workplace amongst existing users

National Qualifications

- All candidates that complete the course receive NZQA national qualifications
- These are in the form of NZQA unit standards
- The unit standards are registered against each individuals record of learning
- Each candidate receives a certificate for completing this OSH Drugs Awareness Course.

Drugs / Alcohol & Work Safety Awareness Course 1

- Unit 22316 - Demonstrate knowledge of drug/alcohol abuse in the workplace
- Unit 497 - Demonstrate knowledge of workplace health & safety requirements
- Unit 17593 - Apply safe work practices in the workplace.

Drugs / Alcohol & Work Safety Awareness Course 2

- Unit 22317 - Demonstrate knowledge of drug hazard management in the workplace
- Unit 22318 - Demonstrate knowledge of employer responsibilities in relation to drug and/or alcohol use in the workplace
- Unit 1293 - Participate in an informal one-to-one, face-to-face interview
- Unit 1294 - Be interviewed in a formal situation
- Unit 1296 - Interview in an informal one-to-one situation
- Unit 1297 - Interview in a formal situation.

Clients

Some of the Proactive and Best Practice Focused Organisations that we work with:

