

Pre-employment Drug & Alcohol Testing Q&As

For Constabulary Applicants

Q - Who will be conducting the testing?

A - NZ Police has contracted The Drug Detection Agency (TDDA) <https://tdda.com/>. TDDA are independently accredited by IANZ to conduct urine drug testing in accordance with the AS/NZ 4308:2008 Standard.

TDDA are the only testers Police are accepting tests from so you cannot use your local GP or any other testing agency.

Q – Where do the tests happen?

A – TDDA have offices throughout the country. You can use any of the TDDA offices available. A list of TDDA testing offices can be found [here](#).

Q – When and how do I book in for my drug and alcohol test?

A – Applicants will be asked to book in for a drug and alcohol test once they clear the Final Medicals stage in the process. In the email you'll receive, there will be a link to a booking sheet for TDDA.

Q – Who is paying?

A - NZ Police pays for Constabulary Recruit drug and alcohol pre-employment tests.

Q – What drugs are NZ Police testing for?

A - We will be testing for the following 6 drugs:

- Amphetamines
- Benzodiazepines
- Cocaine
- Methamphetamine
- Opiates
- THC (Cannabis)

The testing also includes a breath alcohol screening.

Q – Do I need to take anything along to the test?

A – Yes you'll need to take photo identification such as a valid driver's license or passport to verify your identity.

At the testing, you'll also be asked if you have recently taken any medication, what medication you have taken, or are currently on, and dosage.

Q - Should I have a lot to drink before my drug test?

A - 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.

Q - How long does the testing take?

A – The test should take around 10-15 minutes (this may take a little longer if you struggle to provide the urine sample).

Q - How do you choose who will have a pre-employment drug and alcohol test?

A – Recruitment Medicals use a randomised selection tool to determine whether an applicant who has passed their final medical check is required to have a pre-employment drug and alcohol test. New Zealand Police aims to test 20% of those who pass the final medical check.

An applicant selected for screening must pass drug and alcohol testing, in addition to meeting all other necessary standards, to be issued with a Letter of Offer to become a Police Recruit.

Q - How is the testing conducted?

A – For drugs - A fresh urine sample is collected at the test. The sample is immediately screened and you will be advised of the result within minutes.

For alcohol – A breath alcohol screening is conducted.

Q - How quickly will I know the results?

A - A urine sample screen gives an instant result and you will be advised of the result within minutes by the testing agent. If your test results in a negative this means no drugs were detected, and you will be cleared to proceed with your Recruit application.

Q - What happens if I fail the test?

A - If your test results in a non-negative (which indicates the presence of drugs being tested for) your sample will be sent to the laboratory for a further test. These results will be sent to NZ Police within five business days, and the Medical Recruitment team will advise you of the outcome.

If the lab test produces a negative test result, and you will be cleared to proceed with your Recruit application.

If the lab test confirms a positive test result (which confirms the presence of drugs being tested for) your Recruit application may be declined.

Q -What happens if I refuse to test or don't do the test within the required timeframe?

A – If you refuse to do the drug & alcohol testing this will lead to your Recruit application being declined.

If selected for a pre-employment drug and alcohol test you will be required to present to the nearest Police approved testing provider within 48 hours of being first notified of needing to be tested.

If you are unable to secure a testing spot within 48 hours, please contact the Medical Recruitment team at staff.d.a@police.govt.nz.

If an applicant does not undergo testing or contact Recruitment or the Medical Recruit team within the required 48 hours regarding their inability to undergo testing this will be considered refusal to sit the test, and their application will be declined.

Q – Can I fail a test through passively smoking?

A – Our understanding is that passive inhalation is extremely unlikely to cause you to fail a drug screening test.

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

Q - Can I review the result of my test?

A - In the event of an initial non-negative test result, you will have the opportunity to have this result confirmed by the laboratory, as outlined above. This will be at your expense at a cost of about \$120.

If you decide to dispute the lab result, you have the right to have the B sample tested by an accredited lab of your choice. This will be at your expense.