

Security Risk Management

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Security Overview

Greatest Asset vs Biggest Liability
Pre-Employment Screening
Policy and Culture - top down
Hotline facility

Risks

Dishonesty - theft, fraud, collusion

Violence - threats, bullying

Non compliance - IT, other

Fraud Triangle



Key drivers

DRUGS - Substance abuse / Addiction

GAMBLING - Addiction

LIFESTYLE - Current expectations

Drugs & Alcohol

A management overview

THE BASICS

1. Policy

A. Types of testing

- Pre employment
- Post accident
- Reasonable cause
- Random

B. Methodology

1. Urine
2. Saliva
3. Hair

C. Alcohol response

D. Consultation and negotiation

E. IEA and CEA

THE BASICS....CONT'D

1. Education

A. Manager training

- **What is reasonable grounds?**
- **Dealing with refusals**
- **Managing the policy**

B. Employee training

- **Summary of the policy**
- **When testing can occur**
- **Drug dangers at work**

C. Refresher training

- **New drugs**
- **Case law**
- **Policy update**

1. Testing

- 1. In accordance with policy**
- 2. Actively managed**
- 3. Frequency for random testing:**
 - 1. Monthly**
 - 2. Annually**
 - 3. Random individual**
 - 4. Random site**



Testing is industry wide

Not just Forestry.....

**Construction
Agriculture
Port operations
Oil and gas
Transport
Engineering
Utilities
Legal
Business
Financial**

Questions

Investigations, Theft, Fraud, Violence

Employment screening

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Education, Policy development

Drug and Alcohol testing

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