

21 September 2020

Official Information Request No. 8140007169.  
(Please quote this in any correspondence)

BAW Russell  
By email – fyi-request-13425-1a296c42@requests.fyi.org.nz

Dear BAW

**Local Government Official Information and Meetings Act (LGOIMA) 1987**

**Re: pre-employment drug testing**

I refer to your request dated July 30<sup>th</sup> 2020, for information about our pre employment drug testing and thank you for your agreement to refine your request to the period 1 June 2018 to 1 August 2020 to coincide with the introduction of our current system for recording pre employment drug testing.

In response, I attach both our Drugs and Alcohol Guide and the breakdown of pre-employment testing results and spend for Auckland Council from 1 June 2018 to 1 August 2020. Please note that as Auckland Council has a shared services model for talent acquisition (which includes pre-employment checks) with Panuku Development Ltd, ATEED and Regional Facilities Auckland, their pre-employment testing is also included in this data.

I can confirm that no tier 1 to 3 employee has returned a positive test in this time period.

Our pre-employment testing covers both external applicants and internal applicants. I can confirm that no Auckland Council employee has been granted an exception to completing our pre-employment drug and alcohol test as per our Drugs and Alcohol Guide requirements during this time period.

You have requested advice of the number of employees whose employment has ended as a result of a positive pre employment drug test. In respect of external candidates, our Human Resources database does not record any cases where a positive drug test has resulted in termination of employment. This is consistent with our practice of making all offers of employment conditional upon a satisfactory drug test where the failure to provide a satisfactory result may result in withdrawal of the offer or the recruitment process not proceeding any further. In respect of internal candidates, a search of our Human Resources database reveals that the employment of three employees has ended as a result of a positive pre-employment drug test. Please note that there are a range of disciplinary outcomes that may follow a positive drug test and these include a first written warning, a final written warning and a rehabilitation agreement that includes random testing.

The decision to release this information to you was made by Shelley Lomas, Acting Head of Employment Relations.

Should you believe Auckland Council has not responded appropriately to your request, you have the right by way of complaint, under section 27(3) of the LGOIMA, to apply to the Ombudsman to seek an investigation and review of the decision.

If you have any further queries please contact me on 09 301 0101 quoting Official Information Request No.8140007169.

Yours sincerely



Sarah Parry-Crooke  
Senior Privacy & Official Information Business Partner  
Governance Services