



Workplaces with Drug Testing Programmes – do you know about the new Standard?

In November 2023, a new drug testing standard, AS/NZS 4308:2023, was introduced. Like its predecessor, AS/NZS 4308:2008, which many drug and alcohol testing policies in New Zealand workplaces are likely to refer to, it is concerned with the procedures related to a type of drug testing that many employers use; testing that uses urine samples.

The new standard includes some key changes that have implications for workplace drug testing programmes. However, there's been a little bit of confusion about when the new standard applies, and this is because there is a 3-year crossover period, when both standards (AS/NZS 4308:2008 as well as AS/NZS 4308:2023) remain in effect. This allows time for the relevant manufacturers and providers to make any necessary changes or updates to ensure they comply with the new standard. From November 2026, only AS/NZS 4308:2023 will apply.

So, employers must check with their testing agency regarding when they plan to move across to AS/NZS 4308:2023, at which time, amongst other changes, there will be a change to a few of the screening and confirmatory cut-off levels.

What details are in your policy? Do you include details of the cut-off levels? Is your policy and your employment agreements up to date?

If you have any questions about this, don't hesitate to [contact me](#).

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