

WHAT TO REMEMBER

- Introduction of testing terms needs to be **agreed by all parties** AND unions, if involved.
- **Wording** of policy/contract is very important.
 - 'non-negative' v 'positive'
 - Avoid 'Zero Tolerance' – Employment Tribunals picking employers up on this
- Collection process ideally to be conducted by a trained **third party**.
- If random testing, collection process must be **proved** to be random.
- Any non-negative Point Of Care (POC) tests **must be confirmed** by an accredited laboratory (otherwise inadmissible in court). Same for Alcohol testing – use a calibrated intoxiliser with a printer – the printout will be admissible evidence.
- **Failure to provide** a sample to a collection officer results in a failed test. (Forensic Resources Ltd can provide other disciplines to assist in the defence of not being able to provide a sample, if needs be).

- Accountancy
- Archaeology & Land Surveys
- Arson & Fire
- Audio/Video Enhancement & Analysis
- Blood Alcohol Conc. Calculations
- Blood Pattern Analysis
- Botany & Palynology
- Cell Site Analysis
- Digital Forensics
- Drugs in the Workplace & Alcohol Testing
- DNA
- Document & Handwriting Analysis
- Drugs Valuations
- E-Disclosure
- Engineering & Failure Analyses
- Entomology
- Environmental
- Facial/Image Mapping
- Fingerprint Analysis
- Firearms, Ballistics & Gunshot Residue
- Glass
- Hair Testing
- Health & Safety
- Infotainment Systems
- Medical Experts Panel
- Modern Day Slavery
- Postmortem & Injury Causation
- Psychiatric & Psychological Assessments
- Respiratory Assessments
- Road Traffic Collision Investigations
- Surveillance
- Toxicology & Pharmacology Services
- Vet & Dangerous Dogs Assessments
- Voice comparison