

Benchmark 2025/26

Insights from the TDDA
Australasian Workplace Health &
Safety Policy Survey



AUS: 1300 4 DETECTION
NZ: 0508 DRUGTEST

The Drug Detection Agency

TDDA



Insights from the TDDA Workplace Drug, Alcohol & Occupational Health Policy Survey 2025/26

With participation from over a thousand decision makers involved in workplace health, safety and productivity, this report by The Drug Detection Agency (TDDA) provides employers in both Australia and New Zealand with a robust, quantified benchmark for drug and alcohol policy decision making.

The survey was undertaken by TDDA, with employers invited to respond between September and October 2025. In total, 1087 people responded via the online questionnaire.

Key Insights in Summary:

- High-risk industries dominate engagement, highlighting a need for specialist-led solutions for key sectors
- Health & Safety is clearly owned by H&S/HR, with strong executive-level importance attached.
- Despite high confidence levels, material gaps remain in policy review cycles, data tracking and education.
- Organisations are actively testing, but not all are optimising programme design, data use or outcomes.
- Policy adoption is high, but confidence does not always equal currency or compliance.
- Data maturity varies significantly, with a clear divide between digitally enabled organisations and those operating reactively.
- Substance risk profiles are evolving, requiring regular review of testing panels and education programmes.
- Reassuringly, organisations are signalling strong intent to invest in wellbeing and safety over the next 12 months.

Interested in reviewing your Workplace Health & Safety Policy?

[Talk to TDDA today.](#)

What This Means for the Industry

The industry is at an inflection point. Organisations are taking health and safety seriously, but those that rely on static policies, manual processes and minimal education will increasingly face compliance, safety and reputational risk.

Future-focused organisations will partner with specialists who can provide insight, assurance and scalable systems.

“While awareness and intent are strong, many organisations remain exposed due to inconsistent governance, outdated policies and fragmented systems. Industry leaders must move beyond compliance toward integrated, data-led testing programmes supported by specialist expertise.

TDDA is uniquely positioned to guide this shift. Our aim is to empower organisations in both NZ and Australia to engage in proactive, effective workplace risk management, and to lift workplace health and safety outcomes as a result.”

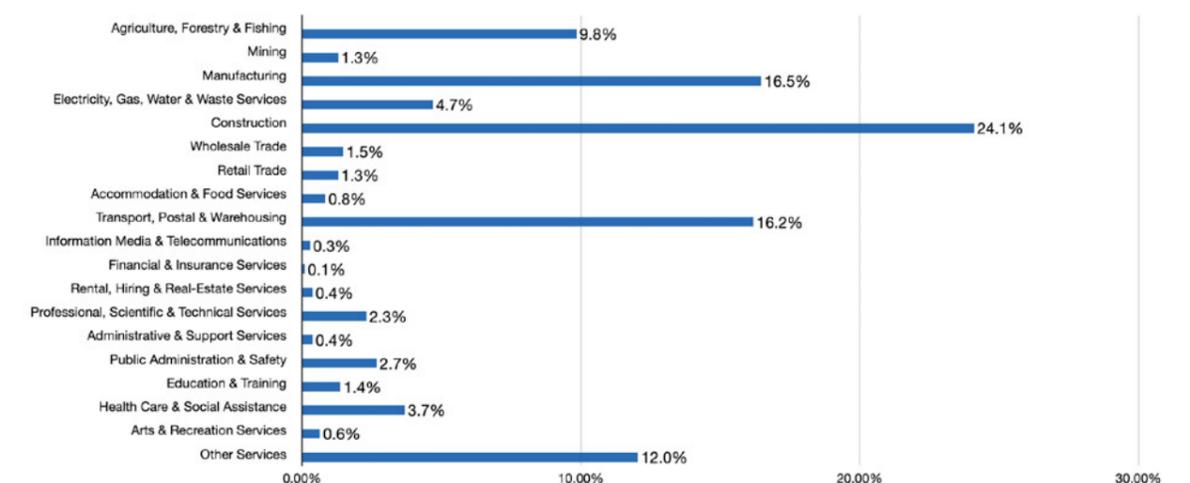
Glenn Dobson, CEO, The Drug Detection Agency

Industry Representation

Understandably, survey participation was strongest across traditionally highrisk industries, with Construction, Manufacturing, Transport and Postal services making up almost 57% of the total response. Agriculture, Forestry and Fishing also featured strongly. This reinforces the importance of safety in industries where robust drug, alcohol and occupational health frameworks are essential.

However, the breadth of industries responding beyond these sectors is reassuring, reflecting the critical importance placed on health and safety risk management by many organisations, regardless of sector.

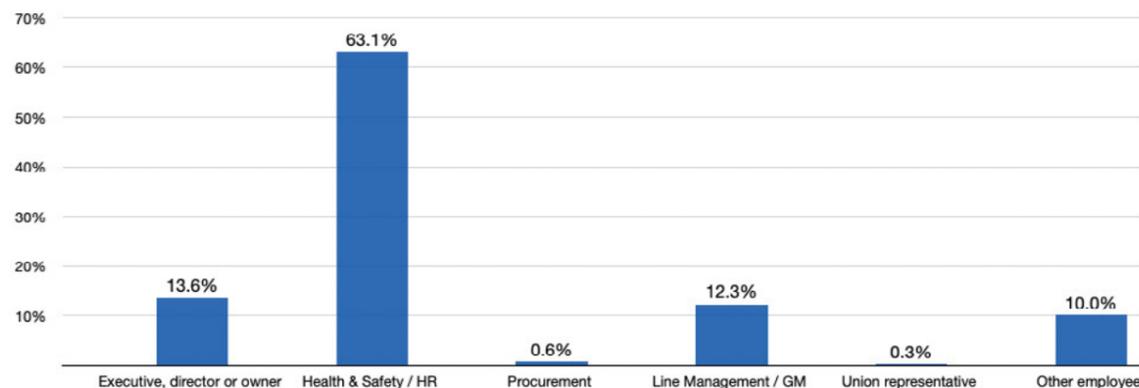
What industry does your organisation operate in?



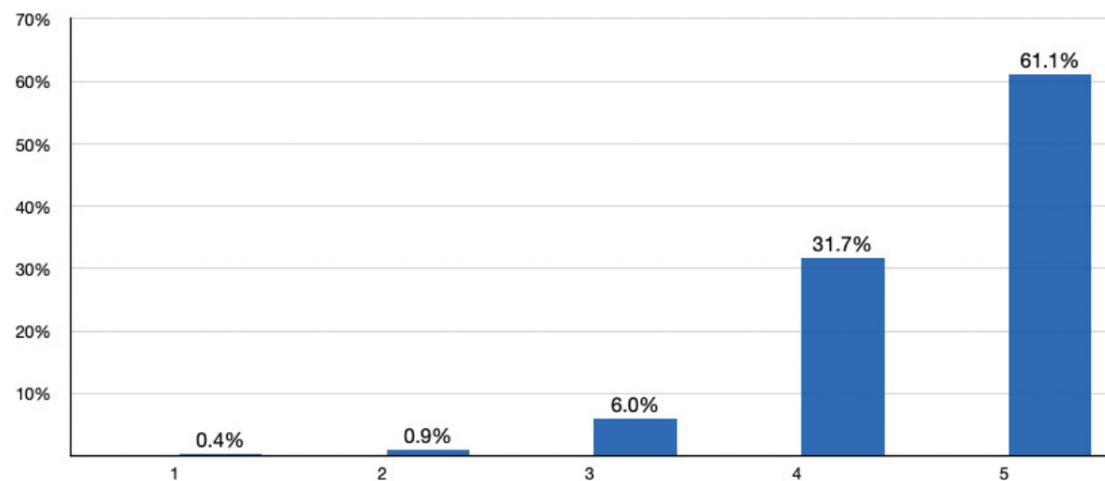


Health & Safety Leadership

What best describes your role?



In your opinion, how much of a priority is placed on employee health and safety by your organisation?

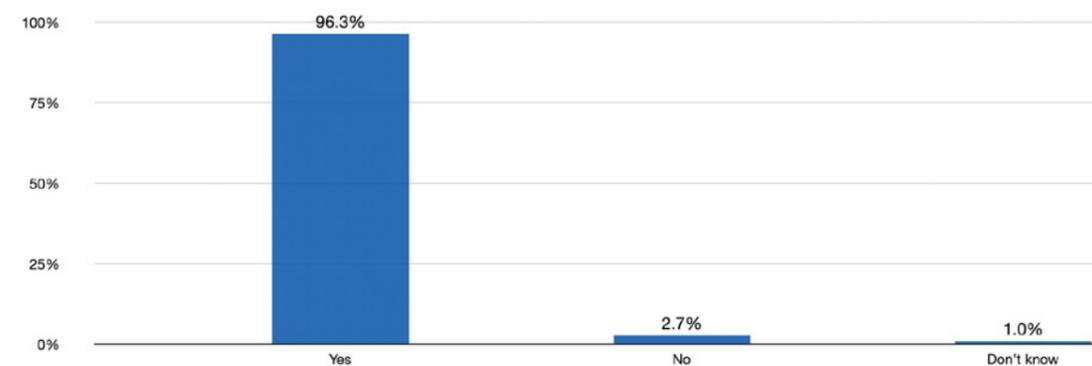


While leadership roles also feature, more than 63% of respondents were employed in Health & Safety or Human Resources, confirming these functions as the primary custodians of workplace safety and compliance within organisations.

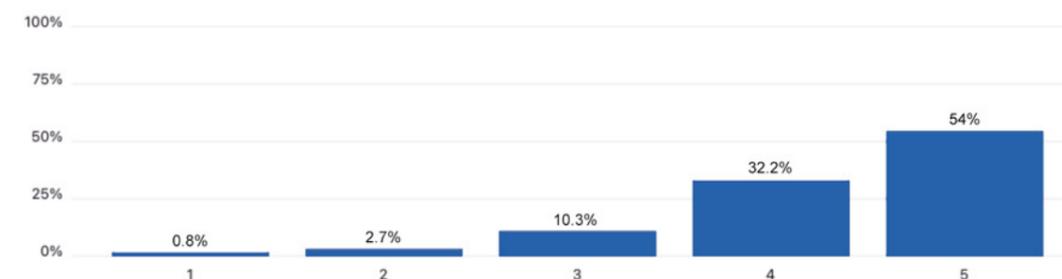
Encouragingly, health and safety continues to be treated as a strategic priority, with nearly 93% of respondents rating its importance as high within their organisation. The mean rating of 4.52 out of 5 reflects strong leadership commitment, while also highlighting the expectation that safety systems must be robust, defensible and continuously improved.

Policy Adoption, Compliance Confidence and Review Gaps

Does your organisation have a formal written drug & alcohol policy?

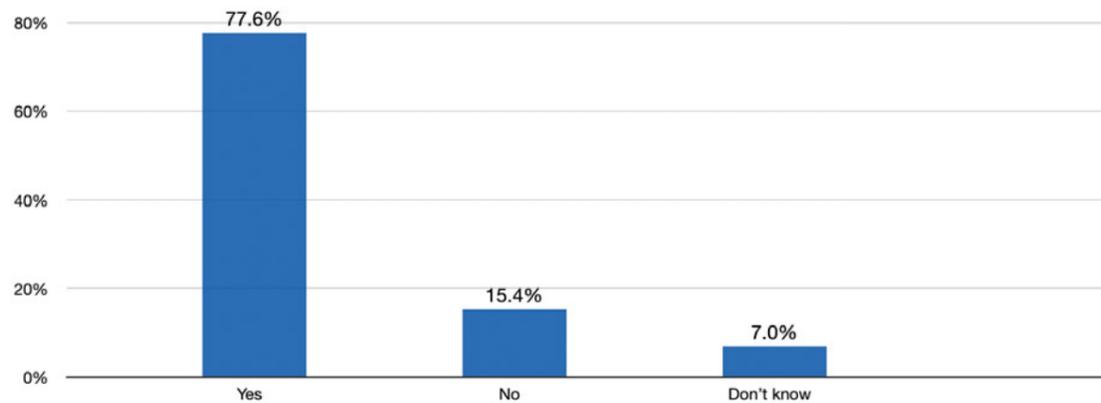


How confident are you that your current policy and approach comply with the latest legislation and industry standards?





Has the policy (or the need for a policy) been reviewed or updated in the past 12 months?



An overwhelming 96% of respondents reported having a formal Health & Safety policy in place, demonstrating widespread recognition of compliance obligations. Of these, 86% expressed confidence that their policy aligns with current legislation and industry standards.

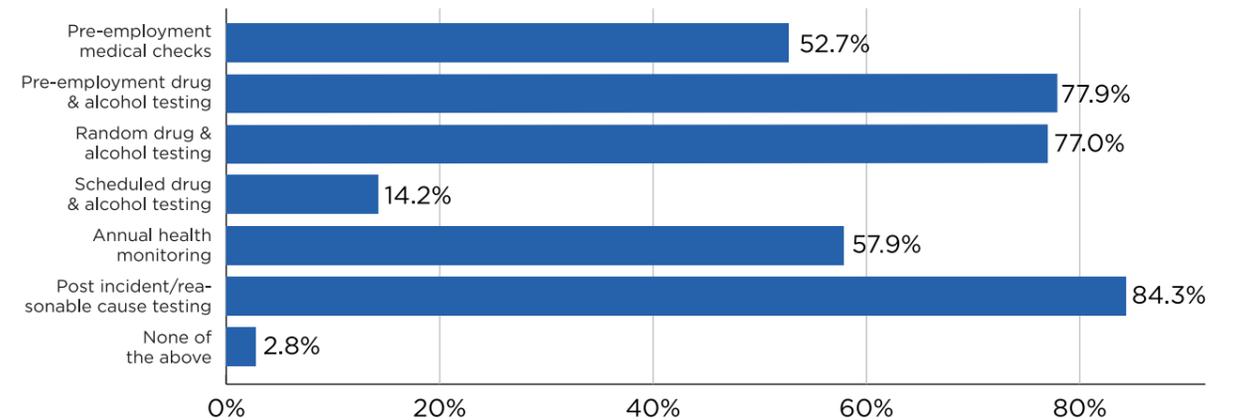
However, closer analysis reveals areas of risk with over 22% of respondents indicating their policies had not been reviewed in the past 12 months, or they were unsure whether a review had occurred at all. This uncertainty highlights a potential governance gap, particularly in an area of evolving legislation, standards and emerging risk profiles.

“This is precisely where TDDA adds measurable value.” Glenn Dobson states. “Through structured annual policy reviews, policy design and ongoing oversight - supported by Imperans - TDDA enables organisations to identify gaps early, maintain legislative compliance, and demonstrate care and due diligence with confidence.”

Glenn Dobson, CEO, The Drug Detection Agency

Drug & Alcohol and Health Monitoring Practices

Which of the following activities does your organisation currently undertake?



Testing and monitoring activity is strong, with many organisations adopting multiple programme types.

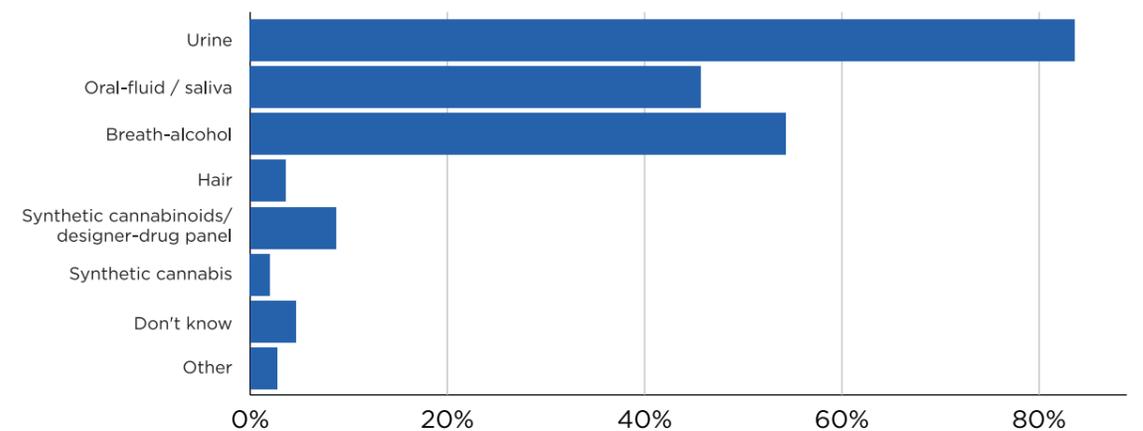
Post incident and reasonable cause testing is undertaken by 84% of organisations, followed closely by preemployment and random drug and alcohol testing.

This layered approach reflects a maturing understanding of risk management and deterrence.

Annual health monitoring is currently conducted by nearly 60% of organisations, while pre-employment medicals are done by half of all organisations responding.

Testing Methods in Use

If your organisation conducts drug or alcohol testing, which test types do you use?



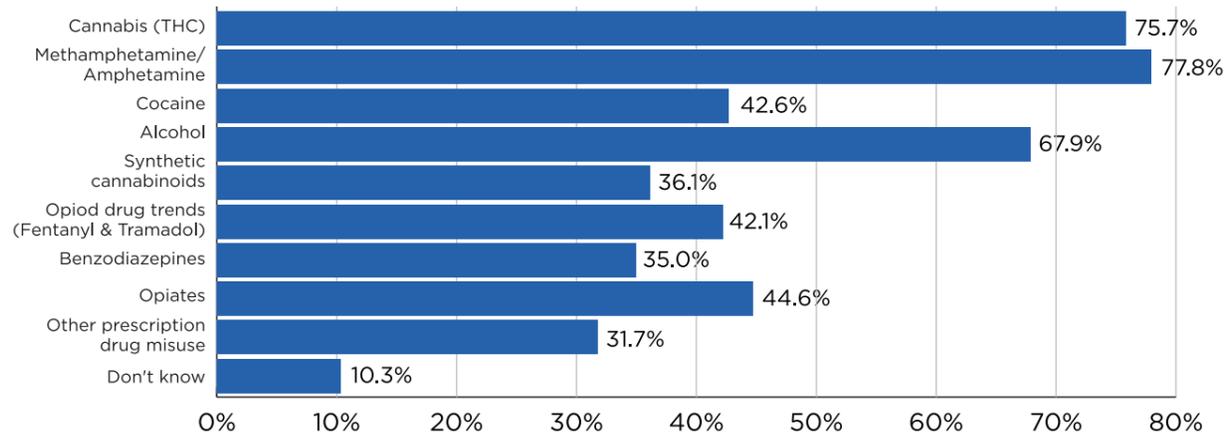
Urine testing remains the dominant method, utilised by nearly 84% of respondents. Breath alcohol testing follows, with oral fluid/saliva testing also widely used.

This mix reflects both regulatory requirements and evolving operational preferences. Organisations are encouraged to implement testing methodologies that are fit-for-purpose, compliant and defensible.



Substances of Concern and Emerging Trends

If your organisation conducts drug testing, which of the following substances are of greatest concern in your workplace?



Methamphetamine and amphetamines were identified as the substances of greatest concern, cited by nearly 80% of respondents. Cannabis (THC) followed closely at 75%, with alcohol ranking third at almost 70%.

Of note, opiates and cocaine also featured prominently, reinforcing the need for



comprehensive testing panels and informed programme design.

Approximately 10% of respondents selected "Don't know", suggesting potential gaps in awareness around substance risk profiles and testing priorities.

TDDA's quarterly nationwide reporting across New Zealand and Australia — powered by

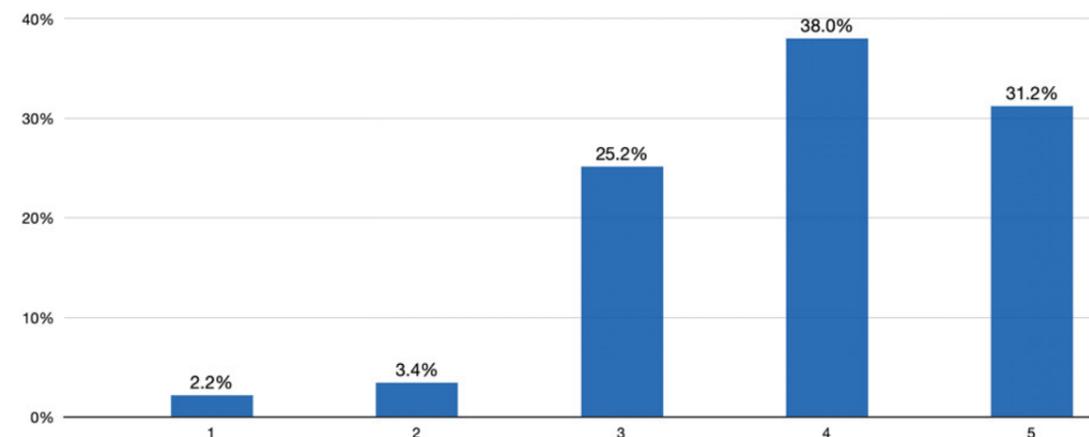
Imperans — provides industry leading insight into substance trends by region and sector based on almost 250,000 test results, and demonstrate similar trends.

"Combined with our own testing data from 250,000 test result via Imperans, these insights play a critical role in shaping effective policies, education programmes and testing strategies. We encourage you to talk to us about how these trends vary across the region and season to season"

Glenn Dobson, CEO, The Drug Detection Agency

Programme Effectiveness and Safety Outcomes

If your organisation conducts testing: How effective is your programme at reducing safety incidents?



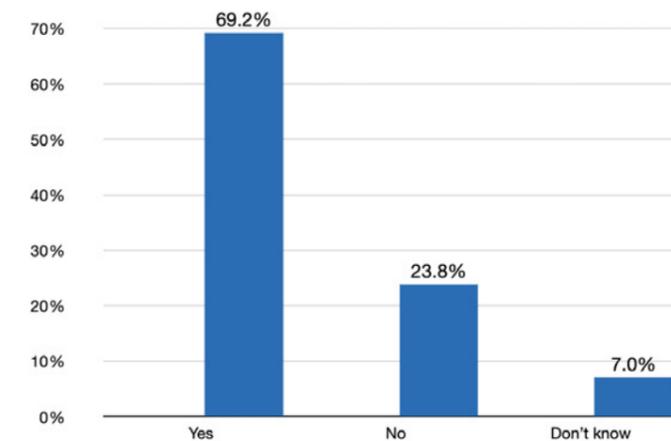
When asked to assess the effectiveness of their current programme in reducing safety incidents, over 30% of organisations indicated they were not achieving optimal results, with a clear need for improvement.

"Transitioning from compliance based programmes to proactive, datadriven safety systems has been shown to deliver measurable risk reductions." Glenn Dobson.

Glenn Dobson, CEO, The Drug Detection Agency

Real Time Reporting and Tracking Maturity

Does your organisation track drug testing or health & safety data in a digital platform (e.g., Imperans portal, HRIS add-on)?





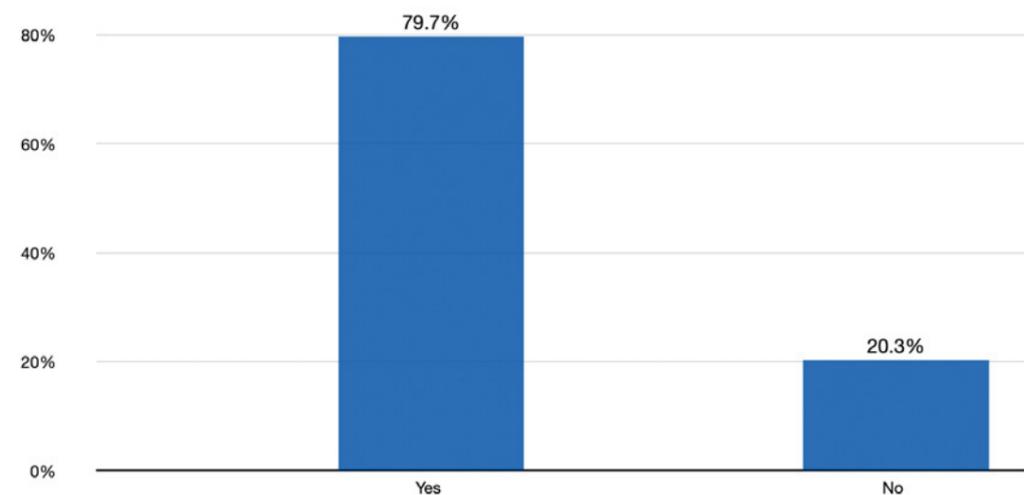
“Tracking performance is a vital component of health and safety policy oversight. As a proprietary, purposebuilt platform, Imperans enables realtime tracking, reporting and compliance oversight and remains a key point of differentiation for TDDA. It puts us at the forefront of technological advancement in the sector, setting the standard for efficiency and governance.”

Glenn Dobson, CEO, The Drug Detection Agency

Nearly one quarter of organisations (24%) reported that they do not track drug testing or health and safety data digitally, with an additional 7% unsure. While 69% confirmed digital tracking is in place, this highlights a significant maturity gap across the market.

▶ Training, Education and Capability Building

Does your organisation provide training on health, safety and drug policy to your staff?



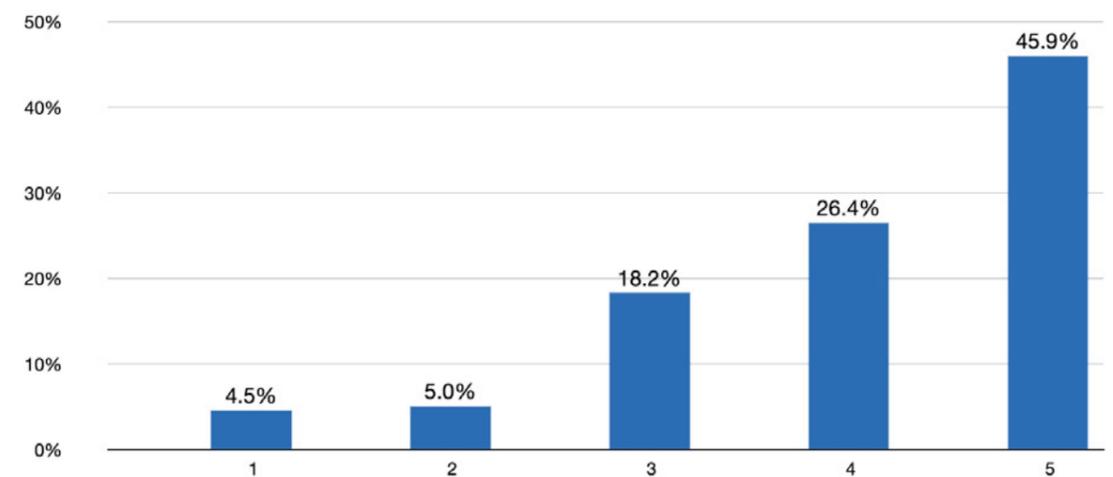
Seventy-nine percent of organisations currently provide training on health, safety and drug policies, leaving more than 200 respondents without formal education in this area. This represents a clear opportunity to strengthen workforce capability and reduce risk.

“Training is key for compliance and consistency. It makes a huge difference to the outcomes organisations achieve, and any organisation not undertaking regular education and training is putting staff at risk.” Glenn Dobson

Glenn Dobson, CEO, The Drug Detection Agency

▶ Future Intent

How likely is your business to review employee health & wellbeing services over the next 12 months?



Looking ahead, over 45% of organisations indicated they are highly likely to review employee health and wellbeing services within the next 12 months, with a further 26.4% expressing strong intent. This represents 72% of respondents actively considering change or enhancement. This reflects the growing recognition of health and wellbeing as integral to operational resilience, productivity and workforce sustainability.

▶ Additional insights & verbatims

If you could change one thing about your current drug, alcohol or occupational health approach, what would it be?

When asked what they would change about their current drug, alcohol or occupational health approach, respondents consistently called for greater education and training, with many highlighting the need for expert-led policy reviews and implementation.

“To have more regular drug screenings and training on how important they can be in our line of work”

“More information to share with employees to normalise the conversations round the importance of drug and alcohol testing”

“To have mandatory testing and education placed on staff in the education sector of construction e.g. staff in schools randomly tested”



Talk to us today

TDDA provides leadership in policy design, training & education, testing health monitoring and digital reporting, and is positioned at the forefront of this evolution — not only responding to industry needs, but actively shaping best practice and setting the benchmark for workplace health and safety management across Australasia.

Through evidence-based programme design, industry leadership, and technology-enabled oversight, TDDA sets the standard for workplace drug, alcohol and health management.

Talk to us today about how we can support your organisation to move beyond compliance and toward best-practice excellence.

Visit [TDDA.com](https://www.tdda.com) or call us on
AUS: 1300 4 DETECTION | NZ: 0508 DRUGTEST

**CREATING DRUG-FREE
ENVIRONMENTS**

The Drug Detection Agency

TDDA