



Reporting on the practicalities

The Hiring Process
Benefits & Effects of Random Drug Screening



I HAVE A PRE-EMPLOYMENT DRUG SCREENING PROGRAM

SO WHAT WOULD I GAIN FROM A RANDOM PROGRAM?–

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“Society is always taken by surprise at any new example of common sense”

Ralph Waldo Emerson

The element of surprise often results in truth being revealed instantly, and this is absolutely true when it comes to Random Drug Screening.

Any prospective employee with a modicum of common sense understands that it is highly likely that the company to which he is applying has a pre-employment drug testing policy. An applicant who has a habit, or even the occasional user, can prepare for this and produce a negative test.

A further circumstance that enables the negative test is the fact that often the applicant is not required to attend a collection site until a further twenty four hours have elapsed. A process is needed that removes this opportunity and going forward deters, and failing that, identifies users. That process is the practice of Random Drug testing.

There are a number of options for operating such a program, including the use of instant saliva or urine drug tests administered on site. No matter what method of testing is used the Random Program has the best deterrent effect of all testing and possesses the one factor that no-one can plan for - surprise. They allow no time for any attempt to take adulterants or delay the test. Add to this a savings in costs of more than fifty per cent of the traditional laboratory based test and their use is also a financial winner.

It is important to understand that the introduction of a random program must be preceded by a sixty day notice to all employees informing them of the intention to randomly screen the employee population. It is also prudent to explain how the selection for testing is conducted. To avoid any allegations of targeting or discrimination it is essential that the method used is fair, and is seen to be fair. The use of a third party to make the selections avoids all the risks attached to the selection process.

Each time a decision is made to create a random selection the full population is uploaded (usually by a spreadsheet table) to the third party responsible for the screening. This list should be made up of only Employee IDs or another unique identifier such as Social Security Number. The list is run through a random number generator and based upon the number or percentage of tests to be conducted the selection is made. The numbers (ID's) are reported back to the client and the file saved for future reference. In the event of any challenge to the selection the client will be protected by this selection process. This service is often provided at no charge by the drug screening vendor.

About the Author

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From an exceptional career in law enforcement with the world renowned Scotland Yard to academic excellence to entrepreneurial success, Dymer's professional experiences, zest to learn and share knowledge make him uniquely qualified to lead SingleSource Services Corporation.

Seeking to utilize his combined human resource, academic and professional experiences, Dymer founded SingleSource Services Corporation in 1995 to provide employers with a full array of employment-related investigative services from a "single source."

Dymer is called on to provide expert witness testimony and assists media as an authoritative source. A frequent presenter and speaker to professional organizations, trade and business associations and civic groups, including as an executive professor at the University of North Florida where he speaks on fraud avoidance. He is the co-author of "The Warm Body Syndrome," a white paper presented to the annual convention of the International Society for Research in Healthcare Financial Management.

About SingleSource Services

SingleSource Services is a national employment screening company. With the belief that backgrounds are like fingerprints, our comprehensive research techniques will produce accurate, complete and thorough background checks that are Fair Credit Reporting Act (FCRA) compliant.

Our screening services help over 2,300 companies, throughout all industries, measure the character and integrity of applicants prior to hiring. Today, SingleSource Services is the Engine Driving HR for our recruiter, manager, and employer partners providing online tools to manage people. These leading-edge tools are efficiently delivered in a web-based environment, supported by a team of experienced professional and friendly advisors. Innovative cost cutting programs, custom created for every client, group, and association make Single Source the provider of choice for many national organizations of all sizes

Single Source is a founder member of the National Association of Professional Background Screeners (NAPBS) as well as Concerned CRA's an organization whose members do not send data offshore but use domestic agents thus protecting personal data.