



2 September 2022

[REDACTED]
[REDACTED]
[REDACTED]

Dear [REDACTED]

Thank you for your request made under the Official Information Act 1982 (OIA), received on 19 August 2022. You requested the following:

1. *A copy of your policy on employee drug use and drug testing.*
2. *How many random drug tests has your Department performed on employees or contractors since August 19 2021?*
3. *How many non-random drug tests has your Department performed on employees or contractors since August 19 2021?*
4. *Since August 19 2021, how many employees or contractors associated with your Department failed a drug test?*
5. *How many employees or contractors have been fired or did not have their contract renewed following a drug test?*

Question 1

Inland Revenue does not have a formal policy on employee drug use and drug testing.

Our Code of Conduct emphasises appropriate standards of professionalism and notes that *"taking illegal drugs or consuming alcohol or other substances that affect your ability to perform your duties"* is a serious breach of the Code and can result in dismissal.

In addition to our Code of Conduct, Inland Revenue's Safe Driving Policy provides the following requirements for staff to be fit to drive:

"When driving (or attempting to drive) an IR vehicle or any vehicle for work purposes, drivers must comply with New Zealand law and must not be under the influence of any alcohol or illegal drugs. The vehicle should not be driven or attempted to be driven where prescription or non-prescription medications have been taken that may impair the driver's ability to safely drive any motor vehicle."

Questions 2, 3 & 4

If Inland Revenue were to conduct any testing, it would be on a case-by-case basis, and would be as a result of a misconduct/serious misconduct concern as outlined above.

Since 19 August 2021, Inland Revenue has not conducted any random or non-random drug tests on employees or contractors.

Any contractors that are not employed directly by Inland Revenue are subject to their own employers' policies (including drug testing).

Question 5

Following your previous questions, I have interpreted question 5 to relate to the same period (since 19 August 2021). No employees or contractors employed directly by Inland Revenue have been dismissed following a drug test for this period.

Any contractors that are not employed directly by Inland Revenue are subject to their own employers' policies (including drug testing).

Publishing of OIA response

Please note that Inland Revenue regularly publishes responses to requests that may be of interest to the wider public on its website. We consider this response is of public interest so will publish this response in due course. Your personal details or any information that would identify you will be removed prior to it being published.

Thank you for your request.

Yours sincerely



Erina Clayton
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