



Tri-Energy Services Ltd.
Canadian Safety Services
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Post-Incident A&D Testing Checklist (Canadian Model-Aligned)

Effective Date 2026-August 7 Form#: 20260807-007 Rev 1.0 Page 2 of 2

Date of Incident:		Worker Name:	
Time Of Incident:		Worker Position:	
Incident Location:		Company Name:	
Leader Name:		Leader Position:	
Was there injury, property/vehicle damage, or a near miss with high potential?			Yes No

Supervisor Assessment Questions

The leader must answer each question objectively based on observed facts, witness statements, and investigation findings.

1. Adherence to Procedures
Did the employee fail to follow a program, code, practice, process, or procedure that a competent worker would reasonably be expected to know and understand? Yes No
Notes:

2. Use of Tools, Equipment, or PPE
Did the employee fail to use required tools, equipment, or PPE, or use them improperly? Yes No
Notes:

3. Hazard Recognition and Control
Did the employee recognize a hazard but fail to address or control it, despite it being reasonable to expect a competent worker to do so? Yes No
Notes:

4. Reasonable and Practical Prevention
Did the employee fail to take reasonable and practical steps to prevent the incident? Yes No
Notes:

Additional Canadian Model "Reasonable Grounds" Indicators

These indicators help ensure fairness and prevent arbitrary testing. They align with the Canadian Model's requirement for observable signs or actions that may indicate impairment.

Check all that apply:

- | | |
|--|---|
| Odour of alcohol or cannabis | Confusion, disorientation, or inability to follow instructions |
| Slurred speech or unusual speech patterns | Physical evidence suggesting substance use (<i>paraphernalia, etc.</i>) |
| Unsteady movement or loss of coordination | Credible reports from witnesses |
| Erratic behaviour inconsistent with normal conduct | Admission of use |
| Significant deviation from typical performance | |

If none of these indicators are present, testing should rely solely on the four procedural questions above.



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Determination of Testing Requirement

The leader must answer each question objectively based on observed facts, witness statements, and investigation findings.

Testing is required when:

- Any of the four procedural questions are answered Yes, and/or
- Reasonable grounds indicators are present, and/or
- The incident meets client-specific criteria (e.g., high-potential near miss, significant property damage, injury requiring medical aid).

Decision: A&D Test Required: Yes No

Reasons:

Testing Timelines

Per the Canadian Model:

- Alcohol testing must occur within 8 hours of the incident.
- Drug testing must occur within 24 hours of the incident.
- If timelines cannot be met, document the reason (e.g., remote location, medical treatment, weather delays).

Worker Rights and Fairness

Before testing, the leader must confirm:

- The worker was informed of the reason for testing.
- The worker was given an opportunity to disclose prescription or medical substances.
- The worker was treated respectfully and without accusation.
- The testing process follows both the Canadian Model and any client-specific requirements.
- Transportation to and from the testing facility is provided.
- The worker is not permitted to drive themselves.

Supervisor Declaration

I confirm that the above assessment was completed fairly, objectively, and in accordance with the Canadian Model for Providing a Safe Workplace.

Name:

Signature:

Position:

Date:

Employee Agreement

Employee agrees to test:

Yes

No

Employee Name:

Signature: