



COMMODORE
SOLUTIONS

Commodore Solutions

SERVICE

MANUAL 2024





Leaders in HSE Risk Management

Every company is unique. At Commodore Solutions, we work with you to understand your needs and how they fit into your occupational testing program and corporate goals. We come along side as a partner to find and develop a solution to your requirements that help gain efficiency, limit risk, and increase profitability.

Services We Provide

Drug & Alcohol Testing

Point of Care Testing (POCT/Express)

Lab Based Testing

Department of Transportation (DOT) Testing

Hair Strand Testing

Nail Testing

Substance Abuse Professional Services

Occupational Health Assessments

Nurse Health Assessments

Fit to Work Testing

Physical Demands Assessment

Audiometric Testing

Pulmonary Function Testing

Mask Fit Testing

Onsite Testing Available

Weekend/ After Hours Testing

Workplace Training

Employee/Supervisor Alcohol & Drug Awareness Training

Employee/Supervisor Workplace Harassment Training

Employee/Supervisor EDI: Equity, Diversity & Inclusion Training





Drug & Alcohol Testing

Testing is available either in a clinical setting or on-site to save time lost due to travel and waiting in queue. Urine and oral test panels are available to fit your company policy and site access requirements. Online results & delivery that are updated in real time allows for quick decision making. Both DOT and Non DOT testing as well as Canadian model 6.1 testing standards are available.

Point of Care Testing (POCT)

POCT (Point of Care Testing) urine testing offers instant results to reveal if there are any drug metabolites present in an individual's system. We collect all samples within our clinic/onsite and results are available on the spot. Although the POCT test does not measure the quantity of a drug in the urine, it does establish the presence of the drug. At Commodore Solutions, we offer a variety of POCT testing panels ranging from 7 to 14.

Lab Based Testing

Lab based urine tests are collected in our clinic/onsite and processed in a SAMHSA certified laboratory. Similarly to POCT, we offer a range of different panels (7-14) for lab based urine testing. If results come back positive, the Medical Review Officer (MRO) will determine whether the drug can legally be present in the donor's system. The MRO will contact the donor directly and discuss any prescription medications, the dosage, prescribing physician, etc. It will not be considered a positive test if a valid prescription is present. Lab based test results are typically available between 2-5 business days.

Department of Transportation Testing (DOT)

DOT Drug testing refers to a drug screening mandated by the Department of Transportation (DOT) in the United States. It's a specific type of drug test required for individuals working in safety-sensitive positions within the transportation industry, including truck drivers, pilots, train engineers, bus drivers, and others.





Hair Strand Testing

Hair testing has gained prominence as an effective method to detect drug and alcohol use. It records a person's long term substance use by capturing biomarkers within the hair as it grows. During a hair test, a sample containing multiple strands of hair, closest to the scalp, is collected and analyzed to detect drug or alcohol metabolites that may be present. The sample must be 1.5 inches in length and contain around 200 strands of hair. The donor's hair cannot be chemically bleached, dyed, or contain any hair products. This method is easy to collect, challenging to tamper with, and convenient to send for analysis. At Commodore Solutions, our selection includes hair testing panels that span from 5 to 19. Results are typically available within 1-2 weeks.

Nail Testing

Nail testing is similar to hair testing but uses nail samples to detect the presence of drugs or alcohol. Since both nails and hair are made up of keratin, as the nail grows, substances can pass from the blood vessels underneath the nail, into the keratin fibers of the nail where they become trapped. During collection, fingernails are clipped and collected by the donor in front of one of our trained staff members. Samples require clippings of 2-3 mm in length from all ten fingernails, equaling out to about 100 mg. Similarly to hair testing, Commodore Solutions provides nail testing panels from 5 to 19. Results are typically available within 1-2 weeks.

Substance Abuse Professional Services

Substance abuse professionals are essential figures in addressing substance misuse, equipped with training in disciplines such as psychology and counseling. They assess, diagnose, and provide therapeutic interventions for individuals struggling with addiction. Employing a compassionate approach, they help clients explore the root causes of their addiction, develop coping mechanisms, and work towards sustainable recovery.

Commodore Solutions has access to substance abuse professional services to assist our client's needs. We work closely with the SAP, the donor and their company to implement the SAP's recommendations.





Occupational Health Assessments

Nurse Health Assessment

At Commodore Solutions, we offer nurse occupational health assessments. This assessment is a comprehensive evaluation conducted by a nurse, to assess an individual's health in relation to their job or workplace environment. This assessment aims to ensure that an employee's health is compatible with the demands and potential hazards of their job. Nurse Health assessments are aimed towards new or existing employees.

Our nurse health assessment includes an overall health history, evaluation of blood pressure, heart rate, range of motion, grip strength and overall physical fitness. Vision screenings can be added upon request.

Fit To Work Assessment

A specific regiment of tasks and movements that are consistent with tasks and movements that would be done everyday within the job and scope of the company. We have the ability to tailor a program to each company's specific needs and provide audits to ensure the accuracy of the test as technology and processes evolve. Tests are completed after a comprehensive medical history review, and vital signs are monitored throughout.

Physical Demands Assessment

Completed through onsite observation and interviews to develop and document the specific physical demands of a positions. The Physical Demands Assessment forms the back bone of developing accurate job descriptions, designation of safety sensitive classifications, and return to work programs.





Audiometric Testing

An audiometric evaluation is a painless, noninvasive hearing test that measures a person's ability to hear different sounds, pitches, or frequencies. A pure tone audiometric test measures the softest, or least audible, sound that a person can hear. This test is performed by certified audiometric technicians. During the test, you will wear earphones and hear a range of sounds directed to one ear at a time.

Legislation states that workers that are constantly in work areas over 82 decibels need to be tested yearly and results monitored. Commodore Solutions can provide onsite and clinical audiometric testing that meets and exceeds industry requirements.

Pulmonary Function Testing

Pulmonary Function Testing is used to measure how fast an individual can move air in and out of their lungs and determines whether that person's lung capacity falls within a normal range based on their age, weight, sex, race, and smoking status. This test is used to monitor and track lung function in environments with exposure to smoke, fumes, dust, gases, and vapors. Pulmonary function testing is completed by our certified spirometry technicians.

Mask Fit Testing

Quantitative mask fit testing acts as a highly accurate method to gauge the efficiency of a respirator mask's seal, offering precise measurements crucial for optimal protection. We offer testing for half-masks, full-facepieces, CBRN/Gas masks, powered air-purifying respirators (PAPRs) and self-contained breathing apparatus (SCBAs). All tests are completed with our AccuFIT9000™ which conforms to CSA Z94.4 testing standards.





Employee/ Supervisor Training Modules

Alcohol & Drug Awareness for Supervisors

This course is for front-line supervisors with responsibility for recognizing safety risks in the workplace and requesting reasonable cause drug and alcohol testing of employees. This 1.5-2 hour course will prepare supervisors to determine whether reasonable cause exists and what to do when they suspect impairment.

Identifying, assessing, and approaching an employee who may be under the influence of alcohol or drugs is a challenging responsibility for supervisors. Commodore's Drug & Alcohol Supervisor Training provides clear guidelines and resources to watch for the signs of substance abuse, understand reasonable cause or suspicion, drug and alcohol testing processes and the appropriate actions to take. Commodore's training features Barb Butler, Canada's preeminent alcohol and drug expert, showcasing her comprehensive knowledge base, best practices regarding alcohol and drugs in the workplace, extensive resources, and real workplace situations for supervisors to learn from.

Alcohol & Drug Awareness for Employees

This course is for all employees that need to understand safety risks in a workplace with a drug and alcohol policy and that are subject to drug and alcohol testing.

Commodore's drug and alcohol awareness training for employees focuses on the keys of being "fit for duty", how drug and alcohol testing is conducted, what happens if the test is positive, return to duty procedures and outlines individual responsibilities for ensuring the health and safety of all staff.

The training also educates employees on the health effects of alcohol use and abuse, illegal drugs, prescription drugs, cannabis — the difference between smoking/inhalation, edibles and the prolonged effect of ingesting cannabis





Workplace Violence & Harassment for Supervisors

Commodore Solutions offers a full suite of training on preventing, preparing, identifying and responding to violence in the workplace. Certain industries, including health care, education, transit, and even government, are more prone to violence than others. Employers also face financial costs for absenteeism, presenteeism, turnover and lower productivity related to the stress and mental health outcomes of harassment at work.

This course is for front-line supervisors with responsibility for recognizing violence and harassment in the workplace.

Workplace Violence & Harassment for Employees

Commodore Solutions offers a full suite of training on preventing, preparing, identifying and responding to violence in the workplace. Certain industries, including health care, education, transit, and even government, are more prone to violence than others. Employers also face financial costs for absenteeism, presenteeism, turnover and lower productivity related to the stress and mental health outcomes of harassment at work.

This course is for all employees.

EDI: Cultural Competence for Supervisors

This course is split into two parts. In the first part, participants will learn the basics of equity, diversity, and inclusion (EDI), understanding how social identities are influenced by society and how certain groups face barriers. Learn to identify oppressive systems within our society and work together to eliminate them.

In the part 2, we focus on cultural orientation and communication styles, helping supervisors, managers, and leaders create and maintain a respectful workplace.





Equity, Diversity, and Inclusion (EDI) Foundations Training

This course offers a fundamental grasp of equity, diversity, and inclusion (EDI) and highlights its importance. Explore the ways in which social identities are influenced by society, and gain insights into how systemic barriers marginalize specific groups based on these identities. Develop the ability to identify and comprehend oppressive systems in our society, understanding their origins, and work collaboratively towards their elimination.

Testing Availability

Onsite Testing

Our team of nurses and collection staff are available to conduct onsite testing for groups of 5 employees or more. Personalized quotes are provided for individualized company service needs.

We offer emergency post-incident and reasonable cause drug and alcohol testing services. This can be completed both onsite and in our clinic locations.

Weekend & After hours Testing

Weekend and after hours (8:00am- 4:30pm) are available for an additional fee plus the service cost. Any testing required during statutory holidays require an additional fee plus service costs.

Locations

Calgary, AB Unit 164 9th Street NE Calgary, AB T2E 0P4

Edmonton, AB 16506 118 Avenue, Edmonton, AB T5V 1C8

Fort Saskatchewan, AB 1870 88th Ave Suite #216, Fort Saskatchewan, AB T8L 0K1

Vancouver, BC Unit 101-511 W 14th Avenue, Vancouver, BC, V5Z 2V7





COMMODORE
SOLUTIONS

SERVING CANADA SINCE 2012

With locations in British Columbia and Alberta, Commodore Solutions has been helping clients achieve their occupational health and safety goals for over 10 years.

We look forward to working with you.



Leaders in HSE Risk Management

www.commodoresolutions.ca

587-832-4441