



Hobart Airport
TASMANIA

Hobart Airport

Drug and Alcohol Management Plan

Drug and Alcohol Management Plan

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CASA	Civil Aviation Safety Authority
CASR Part 99	Part 99 of the <i>Civil Aviation Safety Regulations 1998</i>
DAMP	Drug and Alcohol Management Plan
Hobart Airport	Hobart International Airport Pty. Ltd.
MRO	Medical Review Officer
SSAA	Safety-Sensitive Aviation Activity
WHS	Work Health and Safety

ABBREVIATIONS

PART 99 DEFINITIONS

Part 99 of the Civil Aviation Safety Regulations 1998 contains legal definitions for certain terms used in Part 99. These definitions are reproduced in Attachment A – CASA Part 99 Definitions

SSAA is defined in Section 33 of the Civil Aviation Act 1988 as ‘activities that impact directly or indirectly on the safety of civil air operations in Australian territory; or the operation of Australian aircraft outside Australian territory’.

For the purposes of this plan the wording “SSAA” includes performing and being available to perform Safety-Sensitive Aviation Activity.

DAMP AMENDMENT RECORD

Version	Date	Section/Page	Authorised by	Comments
0.1	16/10/2014	Full Draft	L Clasener	
0.2	30/01/2015	Draft 2	L Clasener	
1	31/03/2015	Final	L Clasener	
2	17/08/2018	Review	W Irvine	
3	30/07/2020	Review	CEO	
4	30/01/2021	Review	CEO	
5	28/04/2022	Attachment B	CEO	Updated form
6	25/05/2023	Attachment B	CEO	Updated form, position titles

DISTRIBUTION

A copy of this plan is retained in the [DMS Library - Home \(sharepoint.com\)](#). The Plan is made available to regulatory bodies for inspection upon request and is available on the Hobart Airport website.

Please note printed copies of this plan are uncontrolled and may not be the most up-to-date version.

1. GENERAL

1.1 Introduction

Hobart Airport has developed this Drug and Alcohol Management Plan (DAMP) to ensure the safety of Hobart Airport and its users. This plan applies to all Hobart Airport employees, all contractors, and volunteers.

The aim of this DAMP is to:

- minimise the risk of accident, incident, or injury in the workplace due to the consumption of Drugs and Alcohol,
- provide a statement of Hobart Airport's policy and procedures in relation to drugs and alcohol,
- provide a reference document for Hobart Airport's employees, contractors, and volunteers,
- provide information relating to educate and training on Hobart Airport's Drug and Alcohol Management Plan,
- provide information to employees, contractors and volunteers regarding Hobart Airport's drug and alcohol support services.

This document also sets out how Hobart Airport implements its DAMP.

1.2 Drug and Alcohol Policy

Hobart Airport is committed to ensuring staff are provided with a safe, productive and supportive work environment. Excessive use of Drugs and Alcohol in the workplace may increase the likelihood of incidents and have a negative effect on health, safety and productivity.

Drugs and Alcohol can create many difficulties in the workplace including:

- compromised workplace safety,
- accidents and workers' compensation claims,
- absenteeism, and
- problems with employee commitment and morale, including declines in individual performance.

The aim of this policy is to reinforce Hobart Airport's commitment to safety, by ensuring all employees understand what their individual responsibilities are in relation to Drugs and Alcohol in the workplace.

Consumption of Drugs or Alcohol in the workplace while performing your duties is strictly prohibited. Hobart Airport takes a zero-tolerance approach to on-the-job Drugs and Alcohol use and such use would be a breach of this policy and dealt with under the organisation's [Disciplinary Action Policy](#)

Occasionally, Hobart Airport Management may approve company approved social activities during which alcohol may be responsibly consumed. On such occasions, you are responsible for ensuring you:

- behave appropriately and safely,
- act in accordance with Code of Conduct and Workplace Behaviour Policy

- show respect for yourself and colleagues, and
- do not perform or be available to perform a SSAA.

If drugs or alcohol are adversely affecting your performance at work, Hobart airport will assist you in obtaining professional help and will support you through that process. Your immediate supervisor or the EGM People, Culture & Environment should be your first point of contact should you require assistance. Such contact will be treated with complete confidentiality.

If you are taking prescription drugs (e.g. antibiotics, painkillers or anti-inflammatory medication) it is your responsibility to ensure that such use does not adversely affect your ability to perform your role. You must let your immediate supervisor, DAMP supervisor or a responsible manager know if you believe that your ability to perform your role has been adversely affected by drugs or alcohol use (prescribed or otherwise).

Hobart Airport will further work to reduce the risk of accident, incident and injury at Hobart Airport arising from the use of drugs and alcohol by providing DAMP awareness training to all staff employees, contractors, and volunteers.

1.3 Failure to Comply

Hobart Airport will investigate each individual DAMP infringement and determine the appropriate course of action based on the facts of each incident.

Failure to complete required recurrent DAMP training will result in suspension of airside access at Hobart Airport until training is successfully completed.

1.4 Key Contacts

1.4.1 DAMP Contact Officer

Hobart Airport has appointed the following DAMP contact officer. The DAMP Contact Officer is the primary contact for liaising with CASA in relation to the responsibilities of Hobart Airport under CASR Part 99:

Head of Operations	0418 863 811
Operations Compliance Coordinator	0407 378 662

1.4.2 DAMP Supervisor

A DAMP supervisor will be trained on how to form an opinion as to whether an organisation's employee, contractor or volunteer may be adversely affected by drugs or alcohol and is authorised by Hobart Airport to form such an opinion in appropriate cases.

Where a DAMP Supervisor forms that opinion, they must direct the employee, contractor or volunteer to cease performing work including SSAA. Employees, contractors and volunteers must comply with a DAMP Supervisor's direction.

A DAMP Supervisor has access to the DAMP Medical Review Officer for advice and clarification as required.

Hobart Airport has appointed the following key personnel as DAMP supervisor(s).

Position	Contact
Chief Operating Officer	03 6216 1600
Head of Operations	03 6216 1600
Head of Risk and Safety	03 6216 1600
Head of Capital Works	03 6216 1600
Head of Security	03 6216 1600
Senior Operations Officer	0418 120 854
Terminal Duty Manager	0437 361 901
Facilities Controller	03 6216 1600
Project Engineer	03 6216 1600
Project Administrator	03 6216 1600
Head of Environment and Sustainability	03 6216 1600

DAMP Supervisors have completed the DAMP Awareness and DAMP Supervisor education training programs. They are required to complete a subsequent DAMP Supervisor education program within 30 months of their previous completion of the DAMP Supervisor education program.

1.4.3 DAMP Medical Review Officer

In the event that Hobart Airport require a MRO a list of approved Medical Review Officers can be found at <https://amroa.org.au/> or <https://www.sonichealthplus.com.au/services/specialised-services/mro-services>

1.5 Application

Who is covered by this DAMP?

This DAMP applies to all Hobart Airport employees, contractors, and volunteers.

For further clarification this includes:

- Individual employees,
- Volunteers engaged by Hobart Airport,
- Contractors, contractor employees and subcontractors.

1.6 DAMP Content

This DAMP comprises three key elements:

- Drug and Alcohol **Education** Program
- Drug and Alcohol **Testing** Program
- Drug and Alcohol **Response** Program

1.7 Responsibilities Under This DAMP

1.7.1 Responsibilities of Hobart Airport

Hobart Airport will:

- make this DAMP available to each employee, contractor and volunteer,
- keep records related to the implementation of this DAMP,
- not permit employees, contractors, or volunteers to perform duties, in any of the following circumstances:
 - 1) If a DAMP supervisor has reasonable grounds to believe that the employee may be adversely affected by drugs and alcohol.
 - 2) If an accident or serious incident has occurred and either:
 - a) suitable test conditions exist for conducting drug and Alcohol tests on the employee however a test has not been conducted; or
 - b) a test has been conducted and test result have not been notified.
 - 3) If an employee has been required to cease performing duties because of an incident – to not permit that employee to again perform duties until all mandatory pre-conditions have been met.
 - 4) If Required DAMP training is not up to date or
 - 5) if SSAA pre deployment testing has not been completed if required.

Managers will ensure that this training is programmed and completed by their staff as required.

1.7.2 Responsibilities of Employees, Contractors and Volunteers of Hobart Airport

Employees, contractors and volunteers of Hobart Airport:

- Must not perform duties, or make themselves available to perform duties, if adversely affected by drugs or alcohol,

- Are subject to drugs and alcohol testing under this DAMP while performing, or being available to perform duties for Hobart Airport,
- Will be required to provide a body sample if they are to be tested for drugs and alcohol by a Hobart Airport approved tester, or by CASA for the purposes of conducting such tests,
- Must immediately cease performing, or being available to perform duties if he or she:
 - returns a positive result for a drug or alcohol test,
 - fails to comply with a request by an approved tester to provide a body sample for CASA drug and alcohol testing,
 - fails to comply with a request to provide a body sample for testing under this DAMP,
 - interferes with a body sample they provide for testing by CASA or Hobart Airport; or,
 - has not completed DAMP awareness training in the preceding 30 months.
- if required to cease performing, or being available to perform duties because of an incident related to drugs and alcohol use – must not again perform or be available to perform duties until all mandatory pre-conditions have been met; and
- must disclose to Hobart Airport if they have consumed a level of alcohol, or have taken any drug, that may adversely affect their ability to carry out their duties.

1.7.3 Responsibilities of DAMP Supervisors

DAMP supervisors have been trained on how to form an opinion as to whether an individual may be adversely affected by drugs or alcohol and are authorised by Hobart Airport to form such an opinion in appropriate cases.

2. DRUG AND ALCOHOL EDUCATION PROGRAM

2.1 Overview

Hobart Airport will ensure that:

- all employees, contractors and volunteers will complete Hobart Airport's drug and alcohol education program within 1 week of joining the organisation.
- Any employee who will be required to undertake SSAA will complete this program *before* undertaking these duties.
- all DAMP supervisors complete DAMP supervisor training before performing this role.

Hobart Airport will also provide refresher drug and alcohol education to all employees, contractors, volunteers, and DAMP supervisors at an interval of no longer than 30 months.

2.2 Components of the Education Program

Hobart Airport's drug and alcohol education program contains the following components:

- the organisation's DAMP policy and Drug and Alcohol Management Plan,
- drug and alcohol testing in the workplace support and assistance services for people who engage in problematic drug or alcohol use,
- information about the potential risks of drug and alcohol use, and
- for DAMP supervisors – education and training to identify and manage employees who engage in drug and alcohol use.

2.2.1 Forms of Education

This DAMP will consist of three education programs. These are:

1. Hobart Airport Induction
Hobart Airport's online induction provides an overview of the DAMP and Policy and is completed prior to or on commencing of work.
2. DAMP Awareness Training
DAMP Awareness training is provided as a specific online training module. Any person working for Hobart Airport must complete this Awareness training as detailed in 2.1 above.
3. DAMP Supervisor Education:
DAMP Supervisor education is provided as a specific online training module and will be provided to employees that are required to perform the role of DAMP Supervisor.

2.2.2 Who Will Undertake the Education Program?

Employees, contractors, and volunteers engaged by Hobart Airport will be required to undertake the DAMP Education provided by Hobart Airport.

Any person selected by Hobart Airport to perform the role of DAMP Supervisor will be provided with specific DAMP Supervisor training by Hobart Airport or CASA Aviation Worx website

2.2.3 Education Records

BA365 will be used to maintain a record of those who have completed this training.

3. DRUG AND ALCOHOL TESTING PROGRAM

3.1 Testable Substances

Tests will be conducted for the following substances:

1. Alcohol
2. Opiates
3. Cannabinoids
4. Cocaine
5. Amphetamines

3.2 How Will Testing be Conducted?

Drug and Alcohol testing under this DAMP will be conducted as follows:

- Breath testing for alcohol — using a device that meets either of the following standards:
 - Standard AS 3547, breath alcohol testing devices for personal use
 - Standard NMI R 126, Pattern Approval Specifications for Evidential Breath Analysers
- For urine testing for drugs — in accordance with standard AS/NZS 4308– ‘Procedures for specimen collection and the detection and quantitation of drugs of abuse in urine’.

All testing will be performed in line with the requirements set out in CASR Part 99B.

3.3 When Will Testing be Conducted?

Drug and alcohol testing will be conducted in the following circumstances.

3.3.1 When First Joining Hobart Airport

An employee, contractor or volunteer will be drug and alcohol tested when they are employed by Hobart Airport, if the role will require undertaking SSAA or when the role of an existing employee is to change to include SSAA unless:

- The employee has been Drug and alcohol tested within the last 90 days prior, and
- The test results were not positive.

3.3.2 After an Accident or Serious Incident

An employee, contractor or volunteer may be tested after an ‘accident’ or ‘serious incident’ that occurs whilst they are performing their duties, provided that ‘suitable test conditions’ exist, and a DAMP Supervisor determines that there is reasonable cause to require a test.

Suitable test conditions exist where, after an accident or serious incident, testing can be conducted:

- within 32 hours of the accident or incident for drug testing
- within 8 hours of the accident or incident for alcohol testing; and
- when it is practicable to conduct a test.

3.3.3 DAMP Supervisor - Reasonable Grounds

An employee, contractor, or volunteer will be tested if a DAMP Supervisor has ‘reasonable grounds’ to believe the employee, contractor, or volunteer may be adversely affected by drugs or alcohol while performing their duties.

3.3.4 On Return to Work Following a Suspension Event

An employee, contractor or volunteer will be tested if they are returning to work after a period of suspension, if:

- The employee, contractor or volunteer has recorded a positive result for a drug or alcohol test conducted under Hobart Airport's DAMP or as a result of CASA testing and a DAMP MRO has not determined that the result could be the result of legitimate therapeutic treatment or some other innocuous source; or
- the organisation is aware that an employee, contractor or volunteer, after having been required to take a drug or alcohol test:
 - Refused to take the test; or
 - Interfered with the integrity of the test.

3.3.5 Permitted Levels

Alcohol

The level of alcohol permitted is specified within Subpart 99.A—General, Definitions of the [Civil Aviation Safety Regulations Part 99](#).

Drugs

The permitted level for each testable drug is specified within Subpart 99.A—General, Definitions of the [Civil Aviation Safety Regulations Part 99](#).

3.4 Who Will Conduct the Testing?

Where an employee, contractor or volunteer agrees to undertake a drug and alcohol test, Hobart Airport will suggest the below contact for testing on behalf of Hobart Airport:

Diagnostic Services Pty Ltd (NATA Accreditation number 2270) (Business Hrs, Booking Required)

- 27 Bligh St, Rosny Ph: 6223 1955. 7am-5pm
- Shop 10b Sorell Plaza, 10/12 Cole St, Sorell Ph: 6223 1955. 7am-5pm
- 7 John St, Kingston Ph:6223 1955. 7am-5pm
- Shop 11, 350-360 Main Rd, Glenorchy Ph: 03 6223 1955. 7am-5pm

Hobart Airport will provide all individuals who require a Drug and Alcohol test with a request form for Diagnostic Services Pty Ltd (Hobart Pathology). On arrival at Diagnostic Services Pty Ltd the individuals need to provide the form for testing. A copy of the form is provided at Attachment B – Hobart Pathology Request Form

AusHealth 24hrs/7

1800 633 833.

No referral form required. State you are from Hobart Airport when booking the test on the phone.

3.4.2 Drug and Alcohol Test Results

Hobart Airport requires a copy of Drug and Alcohol test results. It is the responsibility of the person undertaking the Drug and Alcohol test or their company to provide Hobart Airport with a copy of the test results.

3.4.3 Consent Form

An employee, contractor or volunteer may sign a consent form, to consent to Diagnostic Services providing the Drug and Alcohol test results directly to Hobart Airport.

3.4.4 Provision of Results Directly to Hobart Airport

Drug and Alcohol test results may be provided directly to Hobart Airport by the person providing the sample, or their company, if they do not wish to sign the consent form.

3.5 DAMP Medical Review Officer Requirements

Hobart Airport will consult a DAMP MRO in any of the following circumstances:

- 1) If a drug test returns a positive test result– to determine if the presence and level of a testable drug detected by the test could be a result of legitimate therapeutic treatment or some other innocuous source (e.g. pain relief medication containing codeine).
- 2) To review medical information concerning a person's failure to give a body sample for drug or alcohol testing because of a medical condition.
- 3) To determine if the employee, contractor, or volunteer is fit to resume duties.

4. DRUG AND ALCOHOL RESPONSE PROGRAM

4.1 Circumstances When an Employee Contractor or Volunteer Must Cease Work Activities

Hobart Airport will not permit an employee, contractor, or volunteer to perform, or be available to perform their duties in any of the following circumstances:

- 1) Where Hobart Airport is aware that a positive result from an initial drug and alcohol test has been recorded and the employee has not, in respect of that test result, recorded a negative test result for a confirmatory drug test.
- 2) Where Hobart Airport is aware that:
 - A positive result for drug or alcohol test has been recorded for the employee; and
 - A DAMP MRO has not determined that the result recorded could be because of legitimate therapeutic treatment or some other innocuous source; and
 - Mandatory preconditions for return to work have not been met.
- 3) Where Hobart Airport is aware that:
 - A positive result for a confirmatory drug test has been recorded for the employee; and
 - A CASA MRO has not determined that the result recorded could be as a result of legitimate therapeutic treatment or some other innocuous source; and
 - Mandatory preconditions for return to work have not been met.
- 4) Where Hobart Airport is aware that the employee, contractor or volunteer subject to drug and alcohol testing:
 - has refused to take the test; or
 - has interfered with the integrity of the test.
- 5) If a DAMP Supervisor suspects the employee, contractor or volunteer faculties may be impaired due to that person being under the influence of drugs or alcohol.
- 6) Where Hobart Airport determines a drug and alcohol test is required after an accident or serious incident has occurred involving the employee while he or she is performing, or being available to perform, their duties and either:
 - For the period that suitable test conditions exist for conducting a drug and alcohol tests on the employee — a test has not been conducted; or
 - If tests have been conducted under suitable test conditions — Hobart Airport has not been notified of the test results.

Time Off to Attend a Nominated Intervention Program

Hobart Airport may permit an employee time to attend a nominated drug and alcohol intervention program, if:

- 1) A DAMP MRO has advised Hobart Airport that the employee should attend the program; and

- 2) The employee is returning to work after a period of suspension due to a positive drug and alcohol test result.

5. PRIVACY

The Privacy Act 1988 applies to information gathered under this DAMP and information held in relation to the outcomes of drug and alcohol testing, whether conducted under the Hobart Airport DAMP or by CASA.

The Hobart Airport DAMP and information collected under the DAMP is consistent with the requirements of the Privacy Act 1988.

6. DAMP REVIEW, AUDIT AND COMPLIANCE

The DAMP will be reviewed as a minimum, once every two years. The review will consider any feedback from external and internal stake holders as to the effectiveness of the program.

Reviews of this program will also be conducted at the direction of regulatory bodies.

To ensure the appropriate development, implementation and enforcement of Hobart Airport's DAMP, regulatory bodies may audit Hobart Airport and require it to provide relevant documentation.

7. DAMP REPORTING AND RECORD KEEPING

Hobart Airport will notify CASA of the details of the current DAMP contact officer.

Additionally, where requested to do so Hobart Airport will supply information about the identity of an employee, contractors or volunteers to a CASA approved tester within one hour of such a request being made.

Record Keeping

Hobart Airport is required to keep the records in relation to its DAMP. The information to be kept relates to the following:

- drug and alcohol testing
- drug and alcohol education
- drug and alcohol response
- the number and type of employees engaged to undertake SSAA

Hobart Airport will keep all records pertaining to this DAMP for a period of 5 years.

This information will be kept in a secure location.

8. VARIATIONS

Hobart Airport may implement variations or amendments to this DAMP from time to time. Where relevant Hobart Airport will provide written notice to employees, contractors, and volunteers setting out these changes.

ATTACHMENT A – CASA PART 99 DEFINITIONS

Definitions

Part 99 of the *Civil Aviation Safety Regulations 1998* sets out legal definitions for various terms used in that Part (see reg. 99.010). The definitions of key terms relevant to this DAMP are reproduced below.

Accident means an occurrence that arises out of a person performing or being available to perform an applicable SSAA if either or both of the following applies:

- (a) the occurrence results in the death of, or serious harm to, a person;
- (b) the occurrence results in serious damage to an aircraft or property.

Aerodrome Testing Area means:

- (a) any surface in a certified aerodrome or a registered aerodrome over which an aircraft is able to be moved while in contact with the surface of the aerodrome, including any parking areas; and
- (b) any part of the surface of a certified aerodrome or registered aerodrome:
 - (i) that is not covered by paragraph (a); and
 - (ii) that does not have a building on it; and
 - (iii) from which access to a surface mentioned in paragraph (a) may be had; and
- (c) a building located on a certified aerodrome or registered aerodrome that is used:
 - (i) for maintenance of an aircraft or an aeronautical product; or
 - (ii) from the manufacture of aircraft or aeronautical products; or
 - (iii) by an air traffic service provider to control air traffic; or
 - (iv) by the holder of an AOC for flying training; and
 - (v) any part of an aircraft, aerobridge or other moveable structure in a certified aerodrome or a registered aerodrome.

Appropriately Qualified Alcohol and Other Drug Professional means a person who:

- (a) materially works as a provider of clinical drug and alcohol treatment services; and
- (b) holds a bachelor degree, or postgraduate degree, in at least 1 of the following fields:
 - (i) health sciences;
 - (ii) medical science;
 - (iii) social sciences;
 - (iv) behavioural sciences.

Approved Breathalyser means a breathalyser approved by CASA under paragraph 99.130(a) for alcohol testing.

Approved Drug Testing Device means a device approved by CASA under paragraph 99.130(b) for testing for testable drugs.

Approved Laboratory means a person authorised under sub-regulation 99.450(3) to conduct confirmatory drug tests for Subpart 99.C.

Approved Person, in relation to an approved laboratory, means a person who is authorised under the laboratory's National Association of Testing Authorities accreditation to declare the results of drug tests conducted by that laboratory.

Approved Tester means a person who is authorised to:

- (a) take body samples for drug or alcohol tests under sub regulation 99.450(1); and
- (b) conduct initial drug tests or alcohol tests under sub regulation 99.450(2).

CASA Medical Review Officer means a medical practitioner who for drug and alcohol testing under Subpart 99.C, and for Subparts 99.E and 99.H has:

- (a) been appointed by CASA under sub regulation 99.390(1) for the purposes of Subpart 99.C; and
- (b) training and competence in the field of interpreting drug and alcohol test results; and
- (c) knowledge of substance use disorders; and
- (d) knowledge of the contents of this Part.

Comprehensive Assessment, in relation to a person's drug or alcohol use, means an examination of the person's physiological and psychosocial indicators carried out:

- (a) by a psychiatrist; or
- (b) by a medical practitioner who is a Fellow of the Australasian Chapter of Addiction Medicine; or
- (c) jointly by:
 - (i) a person entitled to practice as a medical practitioner under a law of a State or Territory; and
 - (ii) an appropriately qualified drug and alcohol professional.

Confirmatory Alcohol Test means an alcohol test given in respect of an initial alcohol test to determine the presence and level of alcohol in a body sample.

Note: See paragraph (b) of the definition of drug or alcohol test in subsection 33(1) of the Act.

Confirmatory Drug Test means a drug test given in respect of an initial drug test to determine the presence and level of a testable drug in a body sample.

Note: See paragraph (b) of the definition of drug or alcohol test in subsection 33(1) of the Act.

DAMP or **Drug and Alcohol Management Plan** means a drug and alcohol management plan that complies, or purports to comply, with the requirements of regulation 99.045.

DAMP Contact Officer, in relation to a DAMP organisation, means a person appointed by the DAMP organisation to liaise with CASA in relation to the organisation's responsibilities under this Part.

DAMP Contractor means a person, or the employee of a person, who is:

- (a) a party to an ongoing written or ongoing oral contract with a DAMP organisation; or
- (b) a DAMP subcontractor to an ongoing written or ongoing oral contract with a DAMP organisation.

DAMP Medical Review Officer means a medical practitioner who for drug or alcohol testing under a DAMP has:

- (a) competence in the field of interpreting drug and alcohol test results; and
- (b) knowledge of substance use disorders; and
- (c) knowledge of the contents of this Part.

DAMP Organisation means a person that is required to have a DAMP under sub regulation 99.030(1).

DAMP Reporting Period, for a DAMP organisation, means the period of 6 months immediately before each:

- (a) 1 March; and
- (b) 1 September.

DAMP subcontractor, means a person who is a party to:

- (a) an ongoing written or oral contract with a DAMP contractor within the meaning of paragraph (a) of the definition of **DAMP contractor**; or
- (b) an ongoing written or oral contract with another DAMP subcontractor (under a previous application of this definition).

DAMP supervisor, in relation to a DAMP organisation, means a person who:

- (a) has had relevant training to form an opinion as to whether a person may be adversely affected by a testable drug or under the influence of alcohol; and
- (b) is authorised by the organisation to do so for the purposes of paragraph 99.050(2) (c).

Donor means a person who is asked to give, or has given, a body sample to an approved tester.

Drug and Alcohol Education Program, for a DAMP organisation, means a program that includes the following components:

- (a) for SSAA employees – awareness of:
 - (i) the organisation’s policy on drug and alcohol use; and
 - (ii) drug and alcohol testing in the workplace; and
 - (iii) support and assistance services for people who engage in problematic use of drugs and alcohol; and
 - (iv) information about the potential risks to aviation safety from problematic use of drugs and alcohol;
- (b) for DAMP supervisors – education and training to manage people who engage in problematic use of drugs or alcohol.

Drug or Alcohol Intervention Program, in relation to a person who has a drug or alcohol problem, means a program that includes any of the following measures for that problem:

- (a) assessment;
- (b) treatment, including any of the following:
 - (i) education;
 - (ii) counselling;
 - (iii) consultation with health care professionals;
 - (iv) pharmacotherapy;
 - (v) residential or non-residential treatment programs;
- (c) monitoring and follow-up action.

Employee, in relation to a DAMP organisation, includes a DAMP contractor of the DAMP organisation.

Foreign Operator means:

- (a) the holder of a foreign aircraft AOC; or
- (b) the operator of an aircraft operating in Australia in accordance with a permission granted by CASA under section 26 of the Act; or
- (c) the operator of an aircraft operating under a permission granted under section 27A of the Act; or
- (d) the holder of a New Zealand AOC with ANZA privileges; or

(e) the operator of an aircraft that is operating in Australia in accordance with section 14 of the *Air Navigation Act 1920*.

Initial Alcohol Test means an alcohol test to determine the presence of alcohol in a body sample.

Note: See paragraph (a) of the definition of drug or alcohol test in subsection 33(1) of the Act.

Initial Drug Test means a drug test to determine the presence of a testable drug in a body sample.

Note: See paragraph (a) of the definition of drug or alcohol test in subsection 33(1) of the Act.

Nominated Drug or Alcohol Intervention Program, in relation to a person who has undergone a comprehensive assessment, means a drug or alcohol intervention program considered suitable for the person by:

- (a) if the person is an employee of a DAMP organisation--a DAMP medical review officer; or
- (b) in any other case--a CASA medical review officer.

Passport means an Australian passport within the meaning of the *Australian Passports Act 2005*, or a passport issued by the Government of a country other than Australia.

Permitted Level means:

- (a) for a testable drug--a level of the drug specified in sub regulation (2A) for the purposes of this paragraph; and
- (b) for alcohol--a level of alcohol of less than 0.02 grams of alcohol in 210 litres of breath.

Positive Result means the following:

- (a) for an initial drug test--a test result within the meaning of paragraph (a) of the definition of positive test result in subsection 33(1) of the Act;
- (b) for a confirmatory drug test--a test result within the meaning of paragraph (b) of the definition of positive test result in subsection 33(1) of the Act;
- (c) for an initial alcohol test--a test result within the meaning of paragraph (a) of the definition of positive test result in subsection 33(1) of the Act;
- (d) for a confirmatory alcohol test--a test result within the meaning of paragraph (b) of the definition of positive test result in subsection 33(1) of the Act.

Regular SSAA Employee means a SSAA employee who is reasonably likely to perform an applicable SSAA at least 2 or more times every 90 days.

Relevant Standard means:

- (a) AS 3547, *Breath alcohol testing devices for personal use*; and
- (b) NMI R 126, *Pattern Approval Specifications for Evidential Breath Analysers*; and
- (c) AS 4760, *Procedures for specimen collection and the detection and quantitation of drugs in oral fluid*; and
- (d) AS/NZS 4308, *Procedures for specimen collection and the detection and quantitation of drugs of abuse in urine*.

Sample Identifier means a number allocated to a body sample using the method specified in a legislative instrument made by CASA under regulation 99.150.

Screening Officer has the meaning given in the *Aviation Transport Security Act 2004*.

Serious Incident means an occurrence that arises out of a person performing or being available to perform an applicable SSAA if either or both of the following applies:

- (a) the occurrence gives rise to a danger of death or serious harm to a person;
- (b) the occurrence gives rise to a danger of serious damage to an aircraft or property.

SSAA means a safety-sensitive aviation activity.

SSAA Employee, in relation to a DAMP organisation, means an employee of the DAMP organisation who performs or is available to perform an applicable SSAA.

Substantial Compliance, in relation to a drug or alcohol test, has the meaning given in sub regulation 99.020(2).

Suitable Test Conditions has the meaning given by sub regulation (3).

- (3) **Suitable test conditions** mean conditions that exist after an accident or serious incident if:
 - (a) testing can be conducted within:
 - (i) for drug testing--32 hours after the accident or incident occurred; and
 - (ii) for alcohol testing--8 hours after the accident or incident occurred; and
 - (b) it is practicable to conduct a test.

ATTACHMENT B – HOBART PATHOLOGY REQUEST FORM

Lab Number

Hobart Airport



Urine Drug Testing

Patient Details

Surname: _____

Given Name: _____

Date of Birth: ____ / ____ / ____

Gender: Male Female

Address:
C/O - Hobart Airport

Requesting Authority

Doctor Code:
HIAPL

Account Code:
Ecollect – ACC
Data Entry – HA

Onsite Test Requested:

- AS/NZS 4308:2008 Onsite Testing (UDSCUP)
- Alcohol Breath Test (U020)

Laboratory Test Requested:

- AS/NZS 4308:2008 Initial Testing (U4308)
- Urine Alcohol (U010)
- AS/NZS 4308:2008 Confirmatory Testing for
_____ (U179)

Additional Requirements
Supervised Collection

Please contact 6223 1955 for appointments.

-
-
-

Other (specify) _____

Further testing required notified to: Supervisor Name: _____ Initials: _____

Staff Initials:

Location Code:

Collection Type:

I certify that the pathology specimen accompanying the request was collected from the patient stated above as established by direct inquiry.

Signature of person collecting specimen _____

Collector Name _____ (print clearly)

Date of Collect: ____ / ____ / ____

Time of Collect: ____ : ____

Original Created 24/05/23 15:47 PM

ATTACHMENT C – AUSHEALTH 24HR REQUEST DETAILS

AusHealth®

Need a cause or incident alcohol or drug test?

1

Get the details

- Is it post incident / for cause?
- Site details (including address)
- Time of accident / incident or intended time
- Responsible Manager contact details
- Number of tests required
- Type of test (oral fluid/urine +/- alc.)

2

Call AusHealth 24/7

1800 633 838

3

Booking confirmation/Collector on-site

We will contact the Responsible Manager to confirm booking details and our Collector arrival.

1800 633 838 or visit aushealth.com.au