



## ALCOHOL & OTHER DRUGS MANAGEMENT PLANS

WILL YOUR ORGANISATION NEED TO HAVE AN ALCOHOL & OTHER DRUGS MANAGEMENT PLAN IN PLACE UNDER THE NEW AOD REGULATIONS? THEN THERE'S A NEW DEDICATED WEBSITE - A VIRTUAL RESOURCE CENTRE - TO HELP. SIMPLY GO TO: [WWW.CASA.GOV.AU/AOD](http://WWW.CASA.GOV.AU/AOD)

The new alcohol and other drugs (AOD) program for the aviation industry introduces minimum standards of drug and alcohol testing, education and support for safety sensitive personnel. Regulations for the introduction of drug and alcohol management plans (DAMPs) and AOD testing for the aviation sector are expected to come into effect in August 2008.

There are two main components to the program:

- ▶ A requirement for certain aviation industry participants to have a DAMP in place in the interests of aviation safety. Organisations required to develop and implement a DAMP will be responsible for doing so within six months of the introduction of the regulations.
- ▶ A requirement for CASA to conduct additional random AOD testing to audit these programs. This program will cover all who engage in safety-sensitive aviation activities, including private pilots.

All organisations with personnel involved in the performance of safety-sensitive aviation activities, regardless of the organisation's location, turnover or staff numbers, are required to have a DAMP in place. Many smaller organisations may elect to team with each other, or with a larger organisation, to share resources to develop and implement their AOD management plan.

A comprehensive range of supporting resources has been developed, and assistance with the development and implementation of DAMPs is available from CASA.

The main source of education and training materials is the website: [www.casa.gov.au/aod](http://www.casa.gov.au/aod), which houses a virtual resource centre for

AOD. The site contains a comprehensive collection of information on AOD use and effects, downloadable presentations for staff education purposes, policy information, articles of interest, useful strategies for managing AOD issues in the workplace, tips for cutting down consumption, self-check tools and links to organisations which provide treatment and support services. The site also holds information useful for health/allied health professionals working with the aviation sector workforce.

For those organisations which are required to have a DAMP, there's a template or model DAMP on the website to assist organisations in writing their plan. It provides clear instructions on minimum requirements, acceptable DAMP content, and examples of extended good practice. The template also contains a 'click-and-select' glossary of terms for inclusion in the document and other materials used within the DAMP organisation.

CASA is also working on the development of training modules for DAMP supervisors, to help them to manage AOD-related issues in the workplace appropriately. A variety of delivery options for the supervisor training are currently being explored.

For further information about the AOD program, visit the resource centre on the dedicated website: [www.casa.gov.au/aod](http://www.casa.gov.au/aod)