CASA ALCOHOL AND OTHER DRUGS (AOD) PRE-EMPLOYMENT TESTING

Pre-employment Drug and Alcohol Testing

Some job roles will have a statement contained in the position description, “This is a safety sensitive position”. Candidates for safety sensitive positions may be requested to undertake a pre-employment alcohol and drug test. This test is an essential requirement of CASA’s Alcohol and Other Drugs Policy and Program to meet our regulatory obligations under the Civil Aviation Safety Regulations, 1998 (CASR).

An offer of appointment cannot be made until the drug and alcohol test has been completed and the verified results have been received and accepted by CASA as meeting the requirements of the position.

ALCOHOL AND OTHER DRUG (AOD) POLICY AND PROGRAM

a) Information for candidates

CASA employees are not permitted to undertake work tasks impaired by the adverse effects of alcohol and other drugs or permitted to attend work or recommence work under the influence of any illicit drug or substance.

In addition to other aspects of CASA’s AOD policy and program, CASA employees, who perform, or are available to perform, safety-sensitive aviation activities (Safety Sensitive employees) will be subject to AOD testing in accordance with the requirements of Subpart 99.C of the Civil Aviation Safety Regulations, 1998 (the regulations).

b) Safety sensitive aviation activities

Safety sensitive employees are identified as being employees performing or available to perform a safety sensitive aviation activity (SSAA) as prescribed by the definition contained in 99.015 of the regulations;

Extract from 99.015 of the Civil Aviation Safety Regulations, 1998

(1) This Part applies to the SSAAAs specified in this regulation.

(2) The specified SSAAAs are:

(a) any activity undertaken by a person, other than as a passenger, in an aerodrome testing area; and
(b) calculation of the position of freight, baggage, passengers and fuel on aircraft; and
(c) the manufacture or maintenance of any of the following:
   (i) aircraft;
   (ii) aeronautical products;
   (iii) aviation radionavigation products;
   (iv) aviation telecommunication products; and
   (d) the certification of maintenance of a kind mentioned in paragraph (c); and
   (e) the fuelling and maintenance of vehicles that will be used to fuel aircraft on aerodrome testing areas; and
(f) activities undertaken by an airport security guard or a screening officer in the course of the person’s duties as a guard or officer; and
(g) activities undertaken by a member of the crew of an aircraft in the course of the person’s duties as a crew member; and
(h) the loading and unloading of trolleys containing baggage for loading onto aircraft and the driving of such trolleys; and
(i) activities undertaken by a holder of an air traffic controller licence in the course of the person’s duties as a controller; and
(j) activities undertaken by the supervisor of a holder of an air traffic controller licence in the course of the person’s duties as such a supervisor; and
(k) providing flight information and search and rescue alert services:
   (i) to a pilot or operator of an aircraft immediately before the flight of the aircraft; or
   (ii) to a pilot or operator of an aircraft, during the flight of the aircraft; or
   (iii) as an intermediary for communications between a pilot or operator of the aircraft, and an air traffic controller; and
(l) providing aviation fire fighting services.

(3) This Part applies to the safety-sensitive aviation activities specified in paragraphs (2) (b) to (l) even if those activities do not occur in an aerodrome testing area.

c) Types of testing

Employer testing

CASA as an employer will initiate the following AOD testing as set out in the CASA AOD Program:

• prior to appointment to a position identified as having a safety sensitive function;
• after accidents and serious incidents involving a safety sensitive aviation activity;
• where in the opinion of a trained and authorised AOD supervisor, there is reasonable suspicion of a person being under the influence of alcohol or other drugs
• when returning to work following a period where not permitted, under the provisions of subpart 99.C of the Civil Aviation Safety Regulations, 1998, to perform or be available to perform a safety-sensitive activity due to AOD use.

Random testing

Random testing for safety sensitive employees is conducted in designated testing areas and in accordance with the regulations. Types of testing are:

• oral fluid testing for testable drugs other than alcohol; and
• breathalyser tests for alcohol.

All of the regulatory testing will be conducted by Approved Testers ("Testers"), for the purposes of taking body samples for AOD tests. All testers will be issued an identity card that they must display and show to any donor who so requests.
Testers will not be able to use force to take a body sample from any individual and cannot delay the donor for any longer than is necessary to take the body sample and to conduct the test.

d) Testable drugs

The testable drugs are:

- Morphine
- Codeine
- 6-Acetyl morphine
- Amphetamine
- Methylamphetamine
- Methylenedioxyethylamphetamine
- Methylenedioxyamphetamine
- Cocaine
- Delta 9-tetrahydrocannabinol
- Benzoylecgonine
- Ecgonine methyl ester

Defined alcohol levels

All safety sensitive employees, whilst performing, or being available to perform safety sensitive aviation activities must have a blood alcohol content level of less than 0.02%. This effectively means that safety sensitive employees are not permitted to consume alcohol when on duty or commence work under the affects of alcohol.

e) Testing process

For pre-employment testing, the CASA testing provider, Quality Occupational Health (QOH) will contact the candidate either by phone or email to schedule an appointment at one of the available locations (Cairns, Townsville, Tamworth or a capital city). Candidates may contact QOH if they have not been contacted within 48 hours of the referral on 02-98977699 or email glenda.fendick@qoh.com.au


If you are unable to connect to the online video, we can arrange for a copy to be sent to you on CD. Please email your request to ohs@casa.gov.au

f) Voluntary disclosure

Candidates who are taking or are prescribed medication that may result in a positive result in a CASA requested testing activity may seek further advice through CASA’s injury and illness management program.

Candidates applying for safety sensitive employees should advise their treating medical practitioner/s of the types of drugs that will be tested under the testing regime and seek possible alternate medications where appropriate.
g) Further information

If you have any queries, or want further information on the CASA’s Alcohol and Other Drugs (AOD) policy and program or any other relevant health and safety program, contact CASA’s HR Consultant, Workplace Safety – 131757

CASA Alcohol and Other Drugs (AOD) Policy: CEO-PN001-2009
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