



DRUG AND ALCOHOL MANAGEMENT PLAN

ROYAL VICTORIAN AERO CLUB (MOORABBIN)

VERSION: 1

DATE OF INCEPTION / AMENDMENT: 23 March 2009

DRUG AND ALCOHOL MANAGEMENT PLAN OF ROYAL VICTORIAN AERO CLUB (MOORABBIN)

Index

1. Policy Statement
2. Introduction
3. Application
4. Content
5. Responsibilities
6. Drug and Alcohol Education Programme
7. Drug and Alcohol Testing Programme
8. Drug and Alcohol Response Programme
9. Self-Referral
10. Role of the Medical Review Officer
11. Disciplinary Action
12. Procedural Reviews
13. Privacy
14. Review, Audit and Compliance
15. Provision of Information and Record Keeping
16. Variations
17. Definitions

Policy Statement

The health, wellbeing and safety of personnel are of paramount importance to the Royal Victorian Aero Club (Moorabbin). All individuals have a right to be safe at a Royal Victorian Aero Club (Moorabbin) workplace. Alcohol and Other Drugs (AOD), when present in persons in the workplace, have the potential to increase risk of harm in the workplace and adversely impact upon fitness for work.

Royal Victorian Aero Club (Moorabbin) has a duty of care to minimise the risk of accident, incident and injury in the workplace arising from the consumption of alcohol or other drugs. The purpose of this policy is to outline the strategies and processes that will be used by the Royal Victorian Aero Club (Moorabbin) to manage the risks associated with use, or recent use, of alcohol or other drugs by persons in the workplace.

Royal Victorian Aero Club (Moorabbin) takes a multi-strategy approach that incorporates education, support, testing and performance management. The policy is based on safety outcomes and not whether a positive test result is illicit or legal. This policy also recognises permissible therapeutic drug use under the guidance of a physician or pharmacist.

1. Introduction

This document is the Royal Victorian Aero Club (Moorabbin) Drug and Alcohol Management Plan (DAMP). Royal Victorian Aero Club (Moorabbin) is required by Part 99 of the Civil Aviation Safety Regulations 1998 (CASRs) to develop and implement a DAMP, covering persons who perform, or are available to perform, a safety-sensitive aviation activity (SSAA).

The requirement for various organisations, including Royal Victorian Aero Club (Moorabbin), to develop and implement a programme has been introduced into the CASRs in order to enhance safety benefits and other outcomes for the aviation sector.

Royal Victorian Aero Club (Moorabbin) is obliged to develop, implement and maintain a programme meeting the requirements of the CASRs from 23 March 2009.

This policy is an important document that all personnel should carefully read and understand.

2. Application

This DAMP applies to all Royal Victorian Aero Club (Moorabbin) personnel who perform, or are available to perform, an SSAA.

These personnel are:

1. persons employed directly by Royal Victorian Aero Club (Moorabbin);
2. contractors engaged by Royal Victorian Aero Club (Moorabbin);
3. subcontractors engaged by contractors of Royal Victorian Aero Club (Moorabbin); and
4. persons employed by those contractors and subcontractors.
5. Persons hiring club Aircraft
6. Students hiring aircraft for the purpose of accruing command hours.

In this programme these personnel are all referred to as “SSAA employees” even though they may not be directly employed by Royal Victorian Aero Club (Moorabbin). Personnel listed under 5+6 are also classed as SSAA persons for the purpose of this document.

The Royal Victorian Aero Club (Moorabbin) personnel to whom this programme applies will generally be engaged in the following employment categories:

- Flight Instruction
- Aircraft Maintenance.

3. Content

This programme comprises three key elements:

1. a drug and alcohol education programme (see Section 6);
2. a drug and alcohol testing programme (see Section 7); and.
3. a drug and alcohol response programme (see Section 8).

4. Responsibilities

Royal Victorian Aero Club (Moorabbin) is legally required to, and will comply strictly with its obligations under this programme.

Royal Victorian Aero Club (Moorabbin) expects that all SSAA employees and SSAA persons will similarly comply with their obligations under this programme. SSAA employees / persons need to be aware that failure to do so may result in:

- them committing an offence against the CASRs, for which prosecution or infringement action may be taken by the Civil Aviation Safety Authority or the Commonwealth Director of Public Prosecutions; and/or

- Royal Victorian Aero Club (Moorabbin) taking disciplinary action against its employees (see Section 11 below) or contractual action against contractors or sub-contractors

Royal Victorian Aero Club (Moorabbin) Responsibilities

Royal Victorian Aero Club (Moorabbin) must:

- for new SSAA employees, make this programme available to each SSAA employee before that person begins to perform, or become available to perform, an SSAA;
- for current SSAA employees, make this programme available to each SSAA employee by the end of the working day on which the employee next performs or is available to perform an SSAA;
- not permit a SSAA employee to perform or be available to perform an SSAA in the following circumstances:
 - if a DAMP Supervisor suspects the employee's faculties may be impaired due to the person being under the influence of a testable drug or of alcohol;
 - if an accident or serious incident has occurred which involved the employee while he or she is performing or available to perform an SSAA and either:
 - for the period that suitable test conditions exist for conducting drug or alcohol tests on the employee - a test has not been conducted; or
 - if tests have been conducted - Royal Victorian Aero Club (Moorabbin) has not been notified of the test results;
 - if an SSAA employee has been required to cease performing, or cease being available to perform, SSAA duty because of an incident related to alcohol or drugs, - not permit that SSAA employee to again perform or be available to perform SSAA duty until all mandatory pre-conditions have been met; and
 - provide periodic reports to the Civil Aviation Safety Authority about its administration of this DAMP or its dealings with its SSAA employees who have been subject to alcohol or drug testing by CASA.

Responsibilities of SSAA Employees of Royal Victorian Aero Club (Moorabbin)

SSAA employees:

- are encouraged to disclose to Royal Victorian Aero Club (Moorabbin) if he or she has consumed a level of alcohol, or is taking any drug, that may affect his or her ability to carry out an SSAA;
- must not perform, or be available to perform, an SSAA if aware that he or she is adversely affected by a testable drug or by alcohol, until he or she is no longer adversely affected;
- are subject to drug and alcohol testing under this programme while performing, or being available to perform, an SSAA for Royal Victorian Aero Club (Moorabbin);
- will be required to provide a body sample if they are to be tested for drugs and alcohol by Royal Victorian Aero Club (Moorabbin) for the purposes of conducting such tests;
- must cease performing or being available to perform SSAA if they:
 - return a positive result for a drug or alcohol test
 - fail to comply with a request by an approved tester to provide a body sample for CASA drug and alcohol testing;
 - fail to comply with a request to provide a body sample for Royal Victorian Aero Club (Moorabbin) drug and alcohol testing under this programme;
 - interfere with a body sample they provide for drug or alcohol testing by CASA or Royal Victorian Aero Club (Moorabbin);
- if required to cease performing, or being available to perform, SSAA duty because of an incident related to alcohol or drugs, must not again perform or be available to perform SSAA duty until all mandatory pre-conditions have been met.

Responsibilities of Royal Victorian Aero Club (Moorabbin) DAMP Contact Officer

Royal Victorian Aero Club (Moorabbin) has appointed the following person as its DAMP contact officer, and their role is to liaise with the Civil Aviation Safety Authority in relation to Royal Victorian Aero Club (Moorabbin) responsibilities in connection with this programme:

Joseph Ferlazzo (Chief Pilot) Ph 9580 0088 (Moorabbin Airport)

Responsibilities of Royal Victorian Aero Club (Moorabbin) DAMP Supervisors

Royal Victorian Aero Club (Moorabbin) has appointed key personnel as DAMP Supervisor(s)

DAMP Supervisors have been trained about how to form an opinion as to whether a person may be adversely affected by a testable drug or under the influence of alcohol, and are authorised by Royal Victorian Aero Club (Moorabbin) to form such an opinion in appropriate cases. Where a DAMP Supervisor forms that opinion, they must require an SSAA employee to cease performing or being available to perform an SSAA. Where required to do so by a DAMP Supervisor, SSAA employees of Royal Victorian Aero Club (Moorabbin) must cease performing or being available to perform an SSAA.

List of DAMP Supervisors

Brendan Burnett (RVAC) Ph 9580 0088 (Moorabbin Airport)

5. Drug and Alcohol Education Programme

All SSAA employees and DAMP Supervisors of Royal Victorian Aero Club (Moorabbin) are required to attend a drug and alcohol education programme.

Royal Victorian Aero Club (Moorabbin) will ensure that all SSAA employees and DAMP Supervisors have access to a drug and alcohol education programme:

- (for SSAA employees and DAMP Supervisors as at 23 September 2008) prior to 23 March 2009; or
- (for personnel who are to become SSAA employees and DAMP Supervisors after 23 September 2008) at induction and prior to the employee performing or being available to perform an SSAA.

Royal Victorian Aero Club (Moorabbin) will additionally provide refresher education to all SSAA employees at an interval of no longer than 30 months.

The Royal Victorian Aero Club (Moorabbin) drug and alcohol education programme contains the following components:

1. for SSAA employee's — awareness of:
 - 1.1. Royal Victorian Aero Club (Moorabbin) policy on drug and alcohol use; and
 - 1.2. drug and alcohol testing in the workplace; and
 - 1.3. support and assistance services for people who engage in problematic use of drugs and alcohol; and
 - 1.4. information about the potential risks to aviation safety from problematic use of drugs and alcohol; and
2. additionally for DAMP Supervisors — education and training to manage people who engage in problematic use of drugs or alcohol.

6. Drug and Alcohol Testing Programme

NOTE: In addition to the drug and alcohol testing conducted by or on behalf of Royal Victorian Aero Club (Moorabbin) under this programme, SSAA employees (including all persons who perform duties in an aerodrome testing area) may also be subject to random drug and alcohol testing by CASA under Part 99.C of the CASRs.

The approved testing authority is:
Medvet Laboratories (Samantha Bezzina)
Level 1, 23-25 Bridge Street, Bulleen Vic. 3105
Ph. 9852 0100; Fax 9852 0600; Mobile 0407720368.

Substances that will be included in testing

Royal Victorian Aero Club (Moorabbin) will test for the following substances:

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

How Testing will be conducted

Any drug and alcohol testing done under this programme will be conducted as follows:

- for breath testing for alcohol — using a device that meets either:
 - AS 3547, *Breath alcohol testing devices for personal use*; or
 - NMI R 126, *Pattern Approval Specifications for Evidential Breath Analysers*;
- for urine testing for drugs — in accordance with AS/NZS 4308, *Procedures for specimen collection and the detection and quantitation of drugs of abuse in urine*

Any devices used in drug or alcohol testing under this DAMP must be used in a way that is not inconsistent with the instructions of the manufacturer of those devices.

When Testing will be conducted

Drug and alcohol testing of all SSAA employees under this programme will be conducted in the following circumstances:

1. Prior to commencement in a role performing SSAA

A person will be tested for alcohol and testable drugs when they first join Royal Victorian Aero Club (Moorabbin), if the person will be working as a regular SSAA employee, or when the role of an existing employee is to change to that of a regular SSAA employee, unless:

- the person has been drug and alcohol tested less than 90 days before the person is required to begin performing or being available to perform an SSAA; and the test results were not positive results;

2. Post accident or serious incident

A person will be tested for alcohol and testable drugs after an accident or serious incident involving a SSAA employee that occurs whilst he or she is performing, or available to perform, an SSAA, provided that suitable test conditions exist.

- 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
- it is practicable to conduct a test

3. On reasonable suspicion

A person will be tested if a DAMP Supervisor has reasonable grounds to believe that a SSAA employee may be adversely affected by an alcohol or testable drugs while performing, or available to perform, an SSAA.

4. On return to SSAA work

A person will be tested for alcohol and testable drugs if a SSAA employee is returning to work after a period during which the employee was not permitted under the CASRs to perform or be available to perform an SSAA because of alcohol or testable drug use or a related incident.

Drug Test Results

If a confirmatory drug test conducted under this programme returns a positive result, Royal Victorian Aero Club (Moorabbin) will consult a DAMP medical review officer to determine if the presence and level of a testable drug detected by the test could be the result of legitimate therapeutic treatment or some other innocuous source.

7. Drug and Alcohol Response Programme

SSAA Employees Ceasing SSAAs

Royal Victorian Aero Club (Moorabbin) will not permit an SSAA employee to perform, or be available to perform, an SSAA in any of the following circumstances:

1. Where Royal Victorian Aero Club (Moorabbin) is aware that a positive result for an initial drug test has been recorded and the employee has not, in respect of that test result, recorded a test result for a confirmatory drug test that is not a positive result;
2. where Royal Victorian Aero Club (Moorabbin) is aware that a positive result for an initial alcohol test has been recorded and the employee has not, in respect of that test result, recorded a test result for a confirmatory alcohol test that is not a positive result;
3. where Royal Victorian Aero Club (Moorabbin) is aware that:
 - 3.1. a positive result for a confirmatory drug test has been recorded for the employee; and

- 3.2. a DAMP medical review officer has not determined that the result recorded could be as because of legitimate therapeutic treatment or some other innocuous source; and
 - 3.3. mandatory preconditions for return to work have not been met (see below);
4. where Royal Victorian Aero Club (Moorabbin) is aware that:
 - 4.1. a positive result for a confirmatory alcohol test has been recorded for the employee; and
 - 4.2. a CASA medical review officer has not determined that the result recorded could be as a result of legitimate therapeutic treatment or some other innocuous source; and
 - 4.3. mandatory preconditions for return to work have not been met (see below);
5. where Royal Victorian Aero Club (Moorabbin) is aware that a SSAA employee who has been required to take a drug or alcohol test has:
 - 5.1. refused to take the test; or
 - 5.2. interfered with the integrity of the test.
6. if a DAMP Supervisor suspects the employee's faculties may be impaired due to the person being under the influence of a testable drug or of alcohol;
7. if an accident or serious incident has occurred involving the employee while he or she is performing or available to perform an SSAA and either:
 - 7.1. for the period that suitable test conditions exist for conducting drug or alcohol tests on the employee — a test has not been conducted; or
 - 7.2. if tests have been conducted under suitable test conditions — Royal Victorian Aero Club (Moorabbin) has not been notified of the test results.

Returning to Safety Sensitive Aviation Activities

Where Royal Victorian Aero Club (Moorabbin) has not permitted a SSAA employee to perform, or be available to perform, an SSAA as a result of a drug or alcohol testing related suspension event, Royal Victorian Aero Club (Moorabbin) will only permit the employee to again begin performing or being available to perform an SSAA in the following circumstances:

1. the employee has undergone a comprehensive assessment for drug or alcohol use;
2. if the comprehensive assessment recommended the employee commence a drug or alcohol intervention programme — the employee has begun participating in a nominated drug or alcohol intervention programme;
3. the employee is considered fit to resume performing, or being available to perform, an SSAA by:
 - 3.1. a DAMP medical review officer; and
 - 3.2. the employee's treating clinician, if any;
4. if the suspension event related to a drug test — at the time the employee was considered fit to resume performing, the employee receives a confirmatory drug test and records, for the test, a result that:
 - 4.1. was not a positive result; and
 - 4.2. a DAMP medical review officer is satisfied indicates the absence of testable drug use.

Royal Victorian Aero Club (Moorabbin) will permit a SSAA employee time to attend a nominated drug or alcohol intervention programme, if:

1. a DAMP medical review officer has advised Royal Victorian Aero Club (Moorabbin) that the employee should attend the programme; and
2. the employee is returning to work after a period during which the employee was not permitted to perform or be available to perform an SSAA because of a positive test result for testable drug use or alcohol use.

8. Self-Referral

An aim of this policy (and the educational material available) is to encourage Royal Victorian Aero Club (Moorabbin) personnel to recognise problematic use of substances and to obtain any assistance they need.

Any employee who seeks assistance from his or her superior will be afforded all necessary assistance. The matter will be treated in the strictest confidence.

Personnel seeking assistance from Royal Victorian Aero Club (Moorabbin) management will be offered assistance, by way of counselling or direction to other treatment / rehabilitation programmes. They may be provided with flexible leave arrangements in order to complete any treatment / rehabilitation programme. Any employee who wishes to seek professional counselling assistance in relation to an alcohol or drug related problem will be directed to an appropriate service provider.

9. Role of the Medical Review Officer

Royal Victorian Aero Club (Moorabbin) will appoint and consult a DAMP medical review officer as part of its responsibilities under this programme and the CASRs.

The presently appointed medical review officer is:

Dr G T ELLIS (*male*)
70 Mackie Road
BENTLEIGH EAST VIC 3165
Ph: 3 9579 1986
Fax: 3 9579 0887

Alternate

Dr. Amanda Sillcock of Sillcock Health & Safety
6-8 Pleasant Rise, Croydon Vic 3136
Ph. 9725 0943; Fax 9725 5213; Mobile 0408 053 275.

Who is a Medical Review Officer?

A DAMP medical review officer is a medical practitioner that has:

- competence in the field of interpreting drug and alcohol test results; and
- knowledge of substance use disorders; and
- knowledge of the contents of relevant standards and regulations.

What is the role of a Medical Review Officer?

Royal Victorian Aero Club (Moorabbin) will consult a DAMP medical review officer in the following circumstances:

1. if a drug test conducted under the programme returns a confirmatory drug test result for a SSAA employee of Royal Victorian Aero Club (Moorabbin) that is a positive result — to determine if the presence and level of a testable drug detected by the test could be the result of legitimate

therapeutic treatment or some other innocuous source; and

2. to review medical information concerning a person's failure to give a body sample for drug or alcohol testing because of a claimed medical condition;
3. to determine, in consultation with the employee's treating clinician (if any) if the employee is fit to resume performing or being available to perform a SSAA after being required to cease performing or being available to perform SSAA for a drug or alcohol testing related incident

10. Disciplinary Action

- The consequences of a breach of the organisations policies, including repeated breaches.
 - Ongoing requirement for follow up testing
 - Requirements for written undertakings
 - Suspension and/or Dismissal
- The company policy on absences for AOD related issues such as treatment, counselling and the implications on leave
 - Unpaid Leave.
 - Annual and Sick leave if able to be accessed?
 -
- The consequences for non compliance with treatment
 - Requirements for written undertakings
 - Suspension and/or Dismissal
 -
- The consequences of breaching undertakings or treatment plans
 - Suspension and/or Dismissal

11. Procedural Reviews

There are no minimum requirements for this section.

You may wish to insert details of the organisations policies for reviewing decisions in the event of grievance or dispute.

In the event of a grievance or dispute the procedures set forth in the Staff Grievance Policy are applicable.

12. Privacy

The *Privacy Act 1988* may apply to information gathered under this programme and information held in relation to the outcomes of drug and

alcohol testing, whether conducted under the Royal Victorian Aero Club (Moorabbin) or by CASA.

The Royal Victorian Aero Club (Moorabbin) programme is consistent with the requirements of the *Privacy Act 1988* and Royal Victorian Aero Club (Moorabbin) will comply with any obligations it may have under that Act in the handling of personal information collected under the programme.

13. Review, Audit and Compliance

Royal Victorian Aero Club (Moorabbin) will review this programme at regular intervals of at least every 5 years, or as directed by CASA, in order to ensure its continued compliance with the requirements of the CASRs.

To ensure the appropriate development, implementation and enforcement of the Royal Victorian Aero Club (Moorabbin) programme, CASA may audit Royal Victorian Aero Club (Moorabbin) and require it to provide relevant documentation.

14. Provision of Information and Record Keeping

Provision of Information

Royal Victorian Aero Club (Moorabbin) will ensure it records and supplies information in respect of:

- drug and alcohol testing;
- drug and alcohol education; and
- drug and alcohol response

to CASA within 21 days of 1 March and 1 September each year, or as otherwise required by CASA.

The information reported to CASA will not contain any additional detail, beyond that required by the CASRs, which might identify individuals employed by Royal Victorian Aero Club (Moorabbin), its contractors or subcontractors.

Additionally, where requested to do so, Royal Victorian Aero Club (Moorabbin) will supply information about the identity of a DAMP employee to a CASA approved tester within one hour of such a request being made.

Record Keeping

Royal Victorian Aero Club (Moorabbin) will keep all records pertaining to this DAMP that are used to provide information to CASA for a period of 5 years. This information will be kept in a secure location.

Within 6 months of the expiry of the 5 year record keeping period, Royal Victorian Aero Club (Moorabbin) will ensure such records are destroyed or deleted.

15. Variations

Royal Victorian Aero Club (Moorabbin) may at any time be required by CASA to make specific changes to this programme, or to prepare a new programme, to ensure ongoing compliance with the CASRs.

Royal Victorian Aero Club (Moorabbin) may implement variations or amendments to this programme from time to time and, where relevant, will provide written notice to its employees setting out these changes.

16. Definitions

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

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

Appropriately qualified alcohol and other drug professional means a person who:

- materially works as a provider of clinical drug and alcohol treatment services and
- holds a bachelor degree, or postgraduate degree in at least one of the following fields:
 - health sciences
 - medical science
 - social sciences
 - behavioural sciences

Approved Tester means a person who is authorised under the CASRs to:

- take body samples for CASA drug or alcohol tests and/or
- conduct initial drug tests and alcohol tests for CASA

Comprehensive Assessment means an examination of a person's physiological and psychosocial indicators carried out:

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

DAMP Contact Officer is the person nominated to CASA by Royal Victorian Aero Club (Moorabbin) and charged with overall responsibility for liaison with CASA about Royal Victorian Aero Club (Moorabbin) drug and alcohol testing responsibilities.

DAMP Medical Review Officer is a person who meets the following criteria:

- is a registered medical practitioner
- has competence in the field of interpreting drug and alcohol test results
- has knowledge of substance use disorders
- has knowledge of the contents of relevant provisions of the CASRs

DAMP Supervisor is a supervisor of SSAA employees who has received training on how to form an opinion as to whether a person may be adversely affected by a testable drug or under the influence of alcohol. It is the DAMP Supervisor to whom employees should report any concerns they may have about the potential work-related effects of any medication that they are taking or alcohol they have consumed. A DAMP Supervisor has access to the DAMP medical review officer for advice and clarification as required.

Drug or Alcohol Intervention Programme may consist of any of the following:

- assessment
- treatment, including:
 - education
 - counselling
 - consultation with health care professionals
 - pharmacotherapy
 - residential or non residential treatment programmes
- monitoring and follow up action

Permitted Level means

- for alcohol — a concentration of less than 0.02 grams of alcohol in 210 litres of breath
- for a testable drug — a concentration of the testable drug that is specified in a legislative instrument made by CASA for the purposes of Part 99.010 of the CASR

Positive Result means:

- for an initial drug test - a test result above the permitted level.

- for a confirmatory drug test - a test result above the permitted level, verified by a Medical Review Officer (MRO) as a verified positive result
- for an initial alcohol test - a test result above the permitted level
- for a confirmatory alcohol test - a test result above the permitted level

Safety Sensitive Aviation Activities (SSAA) are:

- any actions taken by a person in an aerodrome testing area (including the persons presence in the area) other than as a passenger
- any of the following activities, wherever they occur:
 - calculation of the position of freight, baggage, passengers and fuel on aircraft
 - the maintenance, certification of maintenance or manufacture of aircraft, aeronautical products, ground based navigation aids or radar
 - the fuelling and maintenance of vehicles that will be used to fuel aircraft on aerodrome testing areas
 - activities undertaken by an airport security guard or screening person in the course of their duties as a guard or person
 - activities undertaken by a member of the operating crew of an aircraft in the course of that persons duties as a crew member
 - the loading and unloading of trolleys containing baggage for loading onto aircraft or unloading from aircraft and the driving of such trolleys
 - activities undertaken by an air traffic controller in the course of the controller's duties as a controller, or the supervisor of such a person
 - providing flight information and search and rescue alert services:
 - to a pilot or operator of an aircraft immediately before the flight of the aircraft; or
 - to a pilot or operator of an aircraft, during the flight of the aircraft; or
 - as an intermediary for communications between a pilot or operator of the aircraft and an air traffic controller; and
 - the provision of aviation fire fighting services

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

- the occurrence of gives rise to danger of death or serious harm to a person, or
- the occurrence gives rise to danger of serious damage to aircraft or property

Suspension Event means an event where this programme requires an SSAA employee to cease performing or being available to perform an SSAA

Testable Drug means any of the following:

- Morphine
- Codeine

- 6-Acetyl morphine
- Amphetamine
- Methylamphetamine
- Methylenedioxymethylamphetamine
- Methylenedioxyamphetamine
- Cocaine
- Δ 9-tetrahydrocannabinol
- Benzoylecgonine
- Ecgonine methyl ester