

DAMP Testing Guide

What you need to know:

After a safety incident, pilots are likely to be required to undertake DAMP post incident testing for drug or alcohol exposure. Post incident testing will be conducted by an agency engaged by Qantas.

The same process may also be conducted for CASA random testing, in which case CASA personnel will conduct the test. CASR Part 99 is the regulatory power under which testing occurs.

There have been a small number of occasions where the testing process has not been conducted correctly and this guide is intended to inform pilots of the proper processes, so your rights are respected.

Qantas Alcohol and Other Drug (AOD) testing is conducted by two means:

1. **Alcohol** testing using a breathalyser.
2. **Drug** testing using collection and testing of a urine specimen.

CASA Random tests use breathalyser and oral fluid testing.

Testing Process

If post incident testing is deemed necessary, the pilot must remain at the workplace and under supervision until the tester arrives (this may take a number of hours).

Whilst waiting for the testing officer to arrive, you need to comply with the following conditions:

- *No smoking.*
- *No consuming more than 1 cup (250mls) water per hour.*
- *No eating very spicy food.*
- *Must remain supervised in the waiting area prior to the tester arriving (if you need to go to the toilet, expect to be escorted).*
- *Must not leave the area unescorted.*
- *Not consume alcohol or drugs.*

DAMP Testing Guide

When the testing officer arrives, expect the following requirements:

- *Identification will be required – ASIC is suitable.*
- *A signature consenting to the test and sharing of results to Qantas is required.*
- *Pockets are to be emptied.*
- *The tester will block off all water access within the toilet cubicle and/or bathroom until the test is completed.*
- *The tester will place “blue loo” into the toilet receptacle.*
- *While in a toilet cubicle with the door closed the pilot will provide a urine sample into a specimen jar.*
- *The tester **must** wait outside the door until the donation process is complete.*

Urine Drug Testing

Urine drug testing is done by collecting a sample of urine into an accredited cup. The tester will split this sample and test one of the samples (Sample A) on site. The other sample will be marked “Sample B” and will be sent to the laboratory for quarantining. This sample can be tested by the donor at any time within three months if they object to the confirmed result of Sample A.

Alcohol Breath Tests

If the initial breath alcohol test reading is $\geq 0.02\%$ a second test is required. This test will be conducted after 20 minutes. If the second test is $\geq 0.02\%$ the breath test will be regarded as POSITIVE.

When the tester advises the result of the BAC is $\geq 0.02\%$ on the second reading the employee must stand themselves down and advise their manager or the Duty Captain who can be contacted via the IOC (02) 9691 1964.

Employees are NOT permitted to operate an aircraft following a Positive Alcohol Breath Test result

DAMP Testing Guide

Negative Test Results

If both the alcohol and drug screen results are negative and the test has not been triggered by a show cause event the Employee can return to flying duties. However, after an incident it is common for a pilot to be stood down pending investigation of the event. The pilot will be informed if this is the case by the Duty Captain.

Regardless of the result, if a pilot feels the effects of the incident or the testing process has adversely affected their ability to operate safely, then it is appropriate to advise the Duty Captain via the IOC on (02) 9691 1964, that you are not fit to operate.

Non-Negative Test Results

After a non-negative drug test result a pilot must stand themselves down and inform their base manager or the Duty Captain of the result.

A non-negative result may be from the use of prescription medicine, that may have been taken some days prior. CASA Part 99 and the Qantas DAMP prevents a pilot from being allowed to operate an aircraft or perform any safety sensitive activities until the final laboratory results are reviewed and cleared by the Qantas Medical Review Officer (MRO).

Further information regarding DAMP is available at:

Qantas Sharepoint - search Drug and Alcohol Management Plan (DAMP). (AMOHS site)

CASA – click [HERE](#)