



GOVERNMENT OF INDIA
OFFICE OF THE DIRECTOR GENERAL OF CIVIL AVIATION
TECHNICAL CENTRE, OPP SAFDURJUNG AIRPORT, NEW DELHI

Civil Aviation Requirements
Section 5-Air Safety
Series F Part V
Issue I - February 2020

Effective
File No.DGCA.15032 (02)/2/2020-DAS

SUBJECT: Procedure for examination of the aviation personnel for detection for consumption of Psychoactive Substances.

1. Introduction

- 1.1 The world wide spread of use of psychoactive substances, their general availability and the ever-increasing number of addicted users is a serious concern to aviation safety. Their use causes behavioural, cognitive and physiological changes. This manifests in dependence, major health related issues and negative effect on productivity.
- 1.2 Ministry of Social Justice and Empowerment, Government of India has carried out a study on the extent of the prevalence of this disorder amongst general Indian population and published a report in Feb 2019. The report reveals the following facts:
- After Alcohol, Cannabis and Opioids are the next commonly used psychoactive substances in India. About 2.8% of the population (3.1 crore individuals) had used any cannabis product within the previous year.
 - About 0.25% (one in eleven Cannabis users) suffer from Cannabis dependence (21 lakhs).
 - About 2.1% of the country's population (2.26 crore individuals) use opioids which includes Opium and its various variants, Heroin (or its impure form – smack or brown sugar) and a variety of pharmaceutical opioids.
 - Nationally, the most common opioid used is Heroin (1.14%) followed by pharmaceutical opioids (0.96%) and Opium (0.52%). About 0.70% of Indians (approximately 77 lakh individuals) are estimated to need help for their opioid use problems.
- 1.3 Considering the National data, there is a potential for the use of psychoactive substance in the society, impacting the safety in Civil Aviation. Therefore there is a need for setting up a preventive mechanism. This Civil Aviation Requirement lays down the procedure for the identification of the aviation personnel indulging in use of the psychoactive substances and action on such aviation personnel.

- 1.4 Para 1.2.7.1 of ICAO Annex -1 states that “Holders of licences shall not exercise the privileges of their licences and related ratings while under the influence of any psychoactive substance which might render them unable to safely and properly exercise these privileges”.

The Federal Aviation Agency, USA and European Union Aviation Safety Agency (EASA) have developed and published their policy for detection of consumption of psychoactive substance by personnel engaged in safety sensitive functions.

- 1.5 This CAR is issued under the provisions of Rule 24 read with Rule 133A of the Aircraft Rules, 1937.

2. Definitions:

- 2.1 **DGCA Authorised Laboratory:** Reputed pathological laboratory having technical capability and skilled manpower for collection of the samples, maintaining its integrity, ensuring Chain of Custody of samples, preservation and conducting requisite examination for detection of consumption of psychoactive substance. These labs will be empanelled by the medical department of the organization in consultation with Medical Directorate of DGCA.
- 2.2 **Drug Abuse:** It is an improper use of a therapeutic or non-therapeutic drug resulting in impulses to use that leads to significant problems and distress. Drug Abuse arise out of a maladaptive pattern of substance abuse, manifested by recurrent and significant adverse consequences related to the repeated intake of the substance. Repeated Drug abuse can lead to addiction or drug dependence.
- 2.3 **Drug Dependence:** Arises out of maladaptive pattern of substance use, leading to a cluster of behavioural, cognitive and psychological phenomena that develops after repeated use.
- 2.4 **Drug Addiction:** it is a chronic, relapsing disorder characterized by compulsion to take a drug (craving), resulting in physical, psychological and social harm and continued use despite evidence of that harm.
- 2.5 **Drug Habituation:** It is a condition resulting from repeated consumption of a drug, in which there is a psychological or emotional dependency on the drug.
- 2.6 **Sample Collector:** An employee of a DGCA Authorised laboratory who is skilled for collection of the samples, maintaining its integrity, preservation and examination for detection of consumption of psychoactive substance.

3. Applicability

Provisions of this Civil Aviation Requirements are applicable to Flight Crew member and Air Traffic Controller.

4. Safety Regulations:

- 4.1 DGCA shall carryout, random drug testing for the consumption of psychoactive substance. This random testing shall be done by a DGCA

authorized laboratory at six airports viz. Delhi, Mumbai, Chennai, Kolkata, Bangalore and Hyderabad in phase 1, in the presence of the DGCA officer of the level of Assistant Director and above. The medical personnel of the concerned Organisations may also associate during this process. This programme shall ensure that at least 10% of the employees of an organization, as in para 3 of this CAR are covered in a year. The cost of the examination shall be borne by the concerned organisation whose employees have been subjected to the examination.

4.2 In addition, the Organizations shall ensure that Pilot and Air Traffic Control Officers in their employment are tested for detection of drug abuse /habituation/Dependence /Addiction on the following occasions:

- a) Before employing a person
- b) Post-Accident
- c) Random testing by organization
- d) Follow-Up testing of confirmed cases

All the positive cases shall be reported by the organization to DAS, DGCA (HQ) within 24 hours.

4.3 All organizations should encourage their employees for self-declaration regarding use of psychoactive substance. Such employees shall be subjected to rehabilitation process by the organisation before return to the active duty. All such cases shall also be reported to the DGCA.

5. Drug Testing Requirements:

Flight Crew & ATCO shall be tested for consumption following psychoactive substances:

- a. Amphetamine
- b. Methamphetamine
- c. Barbiturates
- d. Buprenorphine/ norbuprenorphine
- e. Benzodizipine
- f. Cocaine
- g. Morphine/opiate
- h. Methadone
- i. Oxycodone
- j. Phencyclidine
- k. Propoxyphene
- l. Marijuana/ Hashish
- m. MDMA or Ecstasy

5. Procedure for DGCA authorized Test

5.1 Testing will be done on urine samples collected from the randomly selected employees. The urine samples shall be collected at the designated secure toilets at the airports by sample collectors. Samples shall be collected only with consent of the person required to undergo test. The collection site must be well lit, clean and shall be examined by the DGCA officer and sample collector before commencement of the examination.

5.2 The test shall be carried out post flight/post shift as the case may be.

- 5.3 Prior to collection, the sample collector shall ensure that the identity of the employee undergoing the testing is well established and the personal particulars form is filled up as in Appendix A.
- 5.4 The sample is to be collected in a clean, sterile and unused sealed container. At least 30 ml of urine sample needs to be collected each in two bottles labeled Specimen A and B. Labels of specimen bottles shall be signed by both the employee (donor) and sample collector before the samples are collected.
- 5.5 The employee (donor) shall be provided privacy for sample collection.
- 5.6 Screening and confirmatory test will be done on urine samples. The screening test shall be carried out immediately after the sample is collected at the airport or at the ATC premises as the case may be, and report shall be generated. Screening test on the sample shall be carried out in a room equipped with video recording facility. The employee undergoing testing will wait in a designated area for the report.
- 5.7 In case sample A is positive, then Sample B with Signatures of the sample collector and employee (donor) is to be forwarded to the DGCA authorized Laboratory for Confirmatory Test.

6. Confirmatory Test:

The confirmatory test will be carried out at a DGCA authorized laboratory. During transportation of the sample the integrity of the sample is to be ensured at every step including temperature control during transport. The laboratory shall maintain integrity of the samples and also maintain the chain of custody of the samples. In the laboratory sample shall be tested for all the drugs and the report from the laboratory shall be sent directly to the Director Air Safety, DGCA (HQ). In case the confirmatory test is found positive a portion of the sample B shall be preserved in the DGCA authorized laboratory for twelve months.

7. Action on Positive Cases

- 7.1 Information of positive screening and confirmatory test shall be submitted to Director Air Safety, DGCA (HQ) within 24 hours of the generation of the report, immediately by telephone and followed by email.
- 7.2 In case the screening test is positive, the employee shall be immediately removed from the safety sensitive duty till a confirmatory report is received.
- 7.3 In case of positive confirmatory test for the first time, the concerned employee shall undergo de-addiction/rehabilitation programme and will return to active duties after again having undergone the tests for the consumption of the psychoactive substance, clearance by treating Psychiatrist and the certification by the Chief Medical Officer of the concerned organisation.
- 7.4 In case a person who has returned to safety sensitive duties after having been tested positive as in para 7.3 and is again found positive in the confirmatory test i.e. the second occasion, license of such person shall be cancelled.
- 7.5 In the event a person refuses to undergo the examination, such a person shall be removed from the safety sensitive duties until such a person clears detailed drug testing profile within a period of one week, failing which the license of the involved person shall be suspended for a period of three years.

8. Medical Review Officer(MRO)

Medical Review Officers (Physicians) who have detailed knowledge of Substance Abuse Disorders, shall be appointed by DGCA. If considered necessary DGCA may refer the matter to the MRO. The MRO shall review the result of the Screening and Confirmatory tests within a maximum period of seven days. The result will be verified by the MRO prior to any disciplinary proceedings are initiated against the Flight Crew /ATCO.

(Arun Kumar)
Director General of Civil Aviation

Appendix A

(NAME OF THE ORGANISATION)

CONSENT FOR MEDICAL EXAMINATION FOR PSYCHOACTIVE SUBSTANCE

Sl. No.

SCREENING TEST

To be filled by Pilot/ATCO (in Capital Letters)

Name Job Function: Flight Crew member. ☐

Air traffic Controller ☐

Personnel (License No. /Approval No.)

Emp. No. Place Date

Time Hrs.

Signature of Employee.....

To be filled up by the Sample Collector

1. Urine test Outcome Negative/Positive

(Signature)

(Name)

2. If the Screening Test is Positive:

Ensure sample B is sealed and the label is signed

Signature of
Witness/DGCA Officer
Name and Designation

Signature
/Name of Collector

Signature
of Pilot/ATCO

Date/Time

Date/TimeDate/Time.....

DRAFT

DRAFT