

***Compulsory Random Drug Testing and
Monitoring Programme***

Explanatory Booklet

BACKGROUND

The use, possession or supply of a controlled drug or volatile substance or the abuse of any such substance is an offence against military law. Drug and substance abuse, because of its insidious and addictive nature, and because of the possible residual effects on the abuser, is particularly dangerous in the military environment and incompatible with military life.

The Defence Forces commenced a Compulsory Random Drug Testing (CRDT) and Monitoring programme for members of the PDF with effect from 1 November 2002. A CRDT programme will commence for the RDF with effect from 01 January 2005

An Education and Awareness Programme commenced on 1 Nov 2000 and this booklet is part of that Programme.

PURPOSE OF THE BOOKLET

This booklet is designed to acquaint all personnel of the Defence Forces with the CRDT Programme, its purpose, the administrative procedures involved and the sanctions for those who test positive.

WHAT IS COMPULSORY RANDOM DRUG TESTING

The purpose of the Compulsory Random Drug Testing is to test for Controlled Drug and Volatile Substance misuse or abuse by means of a urine sample of an individual chosen at random and not supported by:-

- A warrant
- Probable cause
- Any particular level of suspicion

THE AIM OF THE CRDT PROGRAMME

The primary aim of the CRDT Programme is deterrence.

WHAT IS A CONTROLLED DRUG

A Controlled Drug is as specified in the Schedule to the Misuse of Drugs Act 1977 as amended by the Misuse of Drugs Act 1984 and any substance, product or preparation, declared by order of the Government to be a Controlled Drug for the purpose of the Act.

WHAT IS DRUG/SUBSTANCE ABUSE OR MISUSE

This includes

- The non-medical use of drugs which are intended for use only as part of a prescribed course of medical treatment.
- The non-medical use of non-prescription drugs (e.g. cough bottle etc.)

- *The use of drugs which have no generally accepted medical purpose (e.g. Cannabis/LSD/Cocaine).*
- *The use of any other substance, other than alcohol, the use of which can impair normal psychological or physical functioning and the use of which has been prohibited (e.g. hydrocarbon fuels, glue, cleaning agents etc).*
- *The use of anabolic steroids.*

WHAT DOES THE TEST INVOLVE

The test requires each subject to provide a urine sample under controlled conditions. No blood samples are required. The sample will be divided into two containers, both of which will be sent to an independent civilian laboratory. One sample will be tested and the second sample will be retained in the event of an appeal against the findings of the laboratory.

WHO WILL BE TESTED

All members of the Defence Forces, irrespective of rank, with the exception of members of the Army Nursing Service and the Chaplaincy Service are liable to be tested.

HOW WILL PERSONNEL BE SELECTED FOR TESTING

The process of selection for testing will be entirely random. A draw will take place to select;

- *A Brigade/Service*
- *PDF - An Installation of that Brigade/Service. - RDF Unit of Bde/Svce.*
- *The Surnames of personnel within that Installation/RDF unit who will be tested.*

HOW MANY WILL BE TESTED ANNUALLY

Ten percent (10%) of all PDF personnel and ten percent (10%) of all RDF personnel reporting on annual camp will be tested annually on full implementation of the programme.

WHO COMPRISES THE DRUG TESTING TEAM

The Drug Testing Team (i.e. The personnel responsible for taking the urine sample) will comprise the following personnel:-

- *PDF Officer not below the rank of Comdt (QIC)*

- PDF NCO not below the rank of Sgt
- Two personnel of the Medical Corps (one male and one female)
- Trained civilian personal (male and female) from the contracting service provider.

WHO IS RESPONSIBLE FOR THE CRDT PROGRAMME

The Director of Administration is responsible for the implementation of the Defence Forces' Compulsory Random Drug Testing programme.

WHAT CONSTITUTES A POSITIVE TEST

A subject will be deemed to have tested positive if:-

- The testing laboratory confirms the presence of a controlled Drug, Volatile Substance or the metabolites thereof in the urine sample provided.
- If the urine sample provided has been found to have been adulterated in any way.
- If a subject refuses to give a sample.
- An individual, whose first sample showed evidence of substance abuse, declines to have the second sample tested.

WHAT IS AN ADULTERATED TEST

Adulteration of a test is defined as the addition of any substance to the urine sample.

WHAT ARE THE SANCTIONS IF YOU TEST POSITIVE

A positive test as defined in the paragraph above will render the subject liable to:-

- Retirement in the case of officers.
- Discharge in the case of enlisted personnel of the PDF and the RDF.
- Withdrawal of cadetship in the case of cadets
- Relinquishment of Commission in the case of officers of the RDF and the NSR.

WHAT APPEALS ARE THERE AGAINST THE FINDINGS OF THE LABORATORY

You may have the contents of the second container (the other half of the sample) independently tested at your own expense. A list of approved testing laboratories will be given on request. Should the second sample tested prove to be negative then the result of the test of the first sample will be declared null and void and testing expenses will be refunded.

WHAT APPEALS ARE THERE AGAINST THE SANCTIONS

You may make representations to your Commanding Officer on notification of a test positive. You will be shown your Commanding Officer's recommendations to Higher Authority and you may make further appeal to Higher Authority.

WILL DISCIPLINARY ACTION BE INITIATED AS A RESULT OF A POSITIVE TEST

No. The only sanction is an administrative discharge.

WHAT ARE THE IMPLICATIONS OF AN ADMINISTRATIVE DISCHARGE FOR MY PENSION AND GRATUITY

If you have pension and/or gratuity entitlements these will not be affected by an administrative discharge as a result of testing positive in the CRDT Programme.

WHAT ABOUT MY TESTIMONIAL

Your Testimonial will reflect the reason for your discharge/retirement in accordance with the relevant Defence Forces Regulations.

ADMISSION OF CURRENT INVOLVEMENT WITH CONTROLLED DRUGS OR SUBSTANCE ABUSE OR MISUSE

If you admit to an involvement with Controlled Drugs, or Substance abuse or misuse without undergoing a random drug test you will still be liable to an administrative Discharge/Retirement etc.

WHAT ABOUT REHABILITATION

The Defence Forces will not provide any rehabilitation resources although the PSS section will be able to advise where such facilities are available.

MONITORING

Statistical data will be retained to assist the Military Authorities in assessing the effectiveness of the CRDT Programme.

WHERE CAN I GET FURTHER INFORMATION

Your Unit Adjutant/Admin Officer is in a position to advise you further on all aspects of the CRDT Programme.