

NAVY PROHIBITED SUBSTANCE POLICY AND STATISTICS

Key Message

- The Royal Australian Navy has a robust career awareness program that aligns with the Navy's Leadership Program. This is supported by compulsory annual drug and alcohol awareness briefs conducted by trained Alcohol and Drug Advisers. This training program aims to deter illicit substance use and is further supported by the Prohibited Substance Testing Program.
- On every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance. It supports Navy's proactive training program to deter illicit substance use.

Context

- Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Testing is regularly conducted at times when detection is most likely such as Monday mornings, and Fridays after pay days.

Current Situation

- There is no evidence of a widespread culture of drug use in the RAN. Navy has conducted 8, 881 tests, with 219 members testing positive (2.46%). This is below the reported 13.4 % of Australians who reported using an illicit substance in the last 12 months (2007 National Drug Strategy Household Survey).
- Of the 219 members found positive, 133 have been discharged, 55 retained and 31 are currently undergoing administrative processes.
- Navy's overall positive test returns are higher than Army and Air Force, however there is a clear difference between targeted (19.3% positive) and random (0.86% positive) results.

AUTHORISED BY:
RADM T.N. Jones, RAN
HNPAR
(02) 6265 3264

Date: January 2010

CONTACT OFFICER:
CDRE D.J. Letts, RAN
DGNP
(02) 6265 3251

Date: 20 January 2010

BACKGROUND

- The most effective approach to raise awareness and increase understanding of prohibited substances is through education. Accordingly, all Defence members must receive regular education to promote the understanding of measures to avoid and the dangers of prohibited substance use. It also informs Defence members of ADF policy on the use of prohibited substances.
- Navy provides a Certificate IV in Alcohol and Other Drug Work to selected members, to act as Alcohol and Drug Advisers. These are embedded members of the Ship's Company who are able to conduct awareness briefs, initial assessments and interventions for members involved in an alcohol or drug incident or who wish to discuss their substance use. They also refer members for further assistance from Health Professionals as required.
- Navy also provides further intervention and assistance from regional Alcohol and Drug Program Coordinators for members who identify, or are identified, as having a substance abuse concern. Coordinators conduct brief interventions including the four day Outpatient Alcohol Treatment Program which also covers illicit substance use.
- PSTP testing is conducted in accordance with Australian standards for the collection of urine samples and a positive test result is only recorded after a confirmed laboratory test. Urinalysis is the determined method of testing as it is a reliable method of testing when confirmatory laboratory results are used.
- Navy's **targeted** testing returns a significantly higher number of positive PSTP tests compared to **random** test results. Since data collection on the testing type commenced (01 July 2008 – 31 December 2009) 3,478 random tests have been conducted returning 30 positive tests (0.86%) while 223 targeted tests were conducted with 43 positives (19.3%).
- The majority of positive results occurred in the 20-29 age group which is consistent with the National Drug Strategy Household Survey 2007. Ecstasy, marijuana and amphetamines are the most common illicit substances detected.

Comparison between Navy, Army and Air Force

	RAN	ARA	RAAF
No. PST conducted	8,881	23,200	5,727
Positives	246 (2.76%)	295 (1.27%)	32 (0.56%)

- When a member discharges from the RAN, referrals are often made to civilian treatment centres. If the member is retained, members undergo random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.
- Contractors may not be tested for drug use by the ADF unless they agree to come under the jurisdiction of the *Defence Force Discipline Act*, or they are present on an operational deployment as a part of the ADF complement.

DRUG TESTING POLICY AND STATISTICS

Key Message

- To ensure the safety, health and well-being of Navy members, every occasion the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy's PSTP testing forms one part of its deterrence program which includes annual awareness presentations, education on promotion courses, and alcohol and drug advisers in each Ship's company.
- Navy will PSTP test 25 percent of its workforce this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. PSTP tests are regularly conducted at times when detection is most likely such as Monday mornings, and Fridays after pay days.
- There is no evidence of a widespread culture of drug use in the RAN. From 01 June 2005 – 30 April 2010, Navy had conducted 9, 865 tests, with 224 members testing positive (2.27%). This is below the reported 13.4 % Australians who reported using an illicit substance in the last 12 months (2007 National Drug Strategy Household Survey).
- Of the 224 members found positive; 142 have been discharged, 70 retained and 12 are currently undergoing administrative processes.
- From 2003 – 2010, 110 DFDA/administrative and 25 convictions under civil law have been reported by the Australian Defence Investigative Service.

AUTHORISED BY:
RADM T.N. JONES, RAN
HNPAR
(02) 62653264
Date: May 2010

CONTACT OFFICER:
CDRE D.J. LETTS, RAN
DGNP
(02) 6265 3251
Date: May 2010

BACKGROUND

- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- Navy's targeted testing returns a significantly higher number of positive PSTP tests compared to random test results. Since data collection on the testing type commenced (01 July 2008 – 30 April 2010) 4,357 random tests have been conducted returning 35 positive tests (0.80%) while 241 targeted tests were conducted with 45 positives (18.67%).
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2007 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.

Comparison between Navy, Army and Air Force

- Test results since the commencement of testing is as follows:

	RAN	ARA	RAAF
No. PST conducted	9,865	27,133	6,384
Positives	253 (2.56%)	317 (1.17%)	34 (0.53%)

- Contractors may not be tested for drug use by the ADF unless they agree to come under the jurisdiction of the *Defence Force Discipline Act*, or they are present on an operational deployment as a part of the ADF complement. This is due to their conditions of employment, in that they are not direct employees of the Department of Defence.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

DRUGS AND DRUG TESTING IN THE NAVY

Key Message

- To ensure the safety, health and well-being of Navy members, every occasion the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy's PSTP testing forms one part of its deterrence program which includes annual awareness presentations, education on promotion courses, and alcohol and drug advisers in each Ship's company.
- Navy will PSTP test 25 percent of its workforce this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. PSTP tests are regularly conducted at times when detection is most likely such as Monday mornings, and Fridays after pay days.
- There is no evidence of a widespread culture of drug use in the RAN. From 01 June 2005 – 31 August 2010, Navy had conducted 11,716 tests, with 234 members testing positive (1.99%). This is below the 13.4 % of Australians who reported illicit substance use in the last 12 months (2007 National Drug Strategy Household Survey).
- In FY 10/11 (to Aug) the positive test rate has fallen to 0.31%.
- Of the 234 members found positive; 149 have been discharged, 76 retained and 9 are currently undergoing administrative processes.
- From 2003 – 2010, 111 DFDA/administrative and 25 civil convictions have been reported by the Australian Defence Investigative Service.

AUTHORISED BY:
RADM T.N. JONES, RAN
HNPAR
(02) 6265 3264
Date: September 2010

CONTACT OFFICER:
LCDR D.M. WILLIAMS RAN
DNAODS
(02) 6265 3600
Date: September 2010

BACKGROUND

- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- Navy’s targeted testing returns a significantly higher number of positive PSTP tests compared to random test results. Since data collection on the testing type commenced (01 July 2008 – 31 August 2010) 6,259 random tests have been conducted returning 43 positive tests (0.68%) while 241 targeted tests were conducted with 45 positives (18.28%).
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2007 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.

Comparison between Navy, Army and Air Force

- Test results since the commencement of testing is as follows:

	RAN	ARA	RAAF
No. PST conducted	11,716	32,559	8,329
Positives	264 (2.25%)	338 (1.04%)	36 (0.43%)

- Contractors may not be tested for drug use by the ADF unless they agree to come under the jurisdiction of the *Defence Force Discipline Act*, or they are present on an operational deployment as a part of the ADF complement. This is due to their conditions of employment, in that they are not direct employees of the Department of Defence.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

SENATE STANDING COMMITTEE - DRUGS AND DRUG TESTING IN THE NAVY

Key Message

- To ensure the safety, health and well-being of Navy members on every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy's PSTP testing forms one part of its deterrence program which includes annual awareness presentations, education on promotion courses, and alcohol and drug advisers in each Ship's company.
- Navy will PSTP test 25 percent of its workforce this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. PSTP tests are regularly conducted at times when detection is most likely such as Monday mornings and Fridays after pay days.
- There is no evidence of a widespread culture of drug use in the RAN. From 01 June 2005 – 31 December 2010, Navy had conducted 12,699 tests, with 270 positive results (2.13%). Of the 270 positive results 240 members tested positive (1.89%) due to multiple test results. This is below the 13.4 % of Australians who reported illicit substance use in the last 12 months (2007 National Drug Strategy Household Survey).
- Information on recent media reports of drug use at HMAS KUTTABUL has been provided via separate brief.
- In FY 10/11 (to Dec) the positive test rate has fallen to 0.51%.
- Of the 240 members found positive; 156 have been discharged, 78 retained and 6 are currently undergoing administrative processes.

- From 2003 – 2010, **189** DFDA/administrative and 25 civil convictions have been reported by the Australian Defence Investigative Service.

AUTHORISED BY:

CDRE V.M. McConachie, RAN

DGNP

(02) 6265 3251

Date: January 2011

CONTACT OFFICER:

LCDR D.M. Williams, RAN

DNAODS

(02) 6265 3600

Date: January 2011

BACKGROUND

- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- Navy's targeted testing returns a significantly higher number of positive PSTP tests compared to random test results. Since data collection on the testing type commenced (01 July 2008 – 31 December 2010) 7,167 random tests have been conducted returning 49 positive tests (0.68%) while 316 targeted tests were conducted with 48 positives (15.19%).
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2007 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.

Comparison between Navy, Army and Air Force

- Test results since the commencement of testing is as follows:

	RAN (2005-Dec 10)	ARA (2005-Nov 10)	RAAF (2005-Dec 10)
No. PST conducted	12,699	35,635	9,415
Positives	270 (2.13%)	360 (1.01%)	41 (0.43%)

- Contractors and APS members may not be tested for drug use by the ADF unless they accompany a part of the ADF outside Australia or on operations against an enemy and they agree to come under the jurisdiction of the *Defence Force Discipline Act*,
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

SENATE ESTIMATES BRIEF

Group Top Issues Brief
CN Brief 66

ALLEGATIONS OF DRUG USE AND OTHER CRIMINAL ACTIVITY - FLEET SUPPORT UNIT - SYDNEY

Key Message

- In early December 2010, a sailor reported to Service Police that there was alleged drug use in the Fleet Support Unit – Sydney.
- The Australian Defence Force Investigative Service initiated an investigation and interviewed a person of interest. The person provided significant information which included alleged supply and use of drugs, and some other activities such as theft.
- The New South Wales Police are conducting investigations into allegations of theft. The Australian Defence Force Investigative Service retains primacy over the drug use and supply investigation.

What is the current status of the Investigations?

- The investigations are continuing with ongoing searches, interviews and drug tests, as appropriate.
- Examination and analysis of information and evidence continues.

What is Navy doing with the Personnel under suspicion?

- 13 persons of interest were removed from the Fleet Support Unit and placed under supervision at HMAS *Kuttabul* after the investigation was initiated. Two personnel have been returned to the workplace based on evidence which does not support their involvement with drugs. 11 personnel have been employed in lodger units pending the outcome of investigations. One member of Fleet Support Unit has been suspended from duty, pending termination.
- Four personnel are posted to Fleet Units and are being managed within those Commands.
- Administrative actions are currently being contemplated where the evidence already collected might support those actions.

- All personnel are being provided divisional support and have access to a Service Legal Officer and other support services, as required.

What is Navy's position on drug use?

- Navy has a zero-tolerance for drug use. All personnel may be subject to random drug testing or targeted as part of investigations.
- Navy takes all allegations of drug use and supply very seriously, and will ensure appropriate actions are taken against those individuals who are involved.

AUTHORISED BY:
R.H. CRANE
VADM, RAN
Chief of Navy
Date: February 2011

CONTACT OFFICER:
A.J.M. SMITH
CDRE, RAN
Commodore Support
Date: 31 January 2011

SENATE STANDING COMMITTEE - DRUGS AND DRUG TESTING IN THE NAVY

Key Message

- To ensure the safety, health and well-being of Navy members on every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy's PSTP testing forms one part of its deterrence program which includes annual awareness presentations, education on promotion courses, and alcohol and drug advisers in each Ship's company.
- Navy will PSTP test 25 percent of its workforce this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. PSTP tests are conducted **regularly and at times** when detection is most likely such as Monday mornings and Fridays after pay days.
- There is no evidence of a widespread culture of drug use in the RAN. From 01 June 2005 – **30 April 2011, Navy had conducted 13,841 tests, with 281 positive results (2.03%). Of the 281 positive results 251 members tested positive (1.81%) due to multiple test results.** This is below the 13.4 % of Australians who reported illicit substance use in the last 12 months (2007 National Drug Strategy Household Survey).
- **Information on recent media reports of drug use at HMAS KUTTABUL has been provided via a separate brief.**
- In FY 10/11 (to Apr 11) the positive test rate for Navy members is **0.63%.**
- Of the **251** members found positive; **158** have been discharged, **79** retained and 14 are currently undergoing administrative processes.

- From 2003 – Apr 2011, 200 DFDA/administrative and 25 civil convictions have been reported by the Australian Defence Investigative Service.
- A review of the effectiveness of the PSTP in the ADF was initiated in Apr 11 and is being conducted by the IGADF.

AUTHORISED BY:

CAPT J.D. Mead, RAN

DGNP

(02) 6265 3251

Date: May 2011

CONTACT OFFICER:

LCDR D.M. Williams, RAN

DNAODS

(02) 6265 3600

Date: May 2011

BACKGROUND

- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- Navy's targeted testing returns a significantly higher number of positive PSTP tests compared to random test results. Since data collection on the testing type commenced (01 July 2008 – 30 April 2011) 8268 random tests have been conducted returning 54 positive tests (0.65%) while 347 targeted tests were conducted with 54 positives (15.5%).
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2007 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.

Comparison between Navy, Army and Air Force

- Test results since the commencement of testing is as follows:

	RAN (2005-Apr 11)	ARA (2005-Feb 11)	RAAF (2005-Mar 11)
No. PST conducted	13,841	37,239	10,376
Positives	281 (2.03%)	365 (0.891%)	41 (0.40%)

- Contractors and APS members may not be tested for drug use by the ADF unless they accompany a part of the ADF outside Australia or on operations against an enemy and they agree to come under the jurisdiction of the *Defence Force Discipline Act*.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

SENATE ESTIMATES BRIEF 42

DRUGS AND DRUG TESTING IN THE NAVY

Key Message

- There is no evidence of a widespread culture of drug use in the RAN. From 01 June 2005 – 31 August 2011, Navy had conducted 15,127 tests, with 291 positive results (1.92%).
- There is a continuing decline in the rate of positive test results from the Prohibited Substance Testing Program from 01 January 2009 until 31 August 2011.

Context

- Of the 291 positive results 258 members tested positive (1.65%). 29 members returned more than one positive test. This includes one member testing positive 4 times, 4 members testing positive 3 times and 22 members testing positive twice. **None of these members are still in the Navy.** These figures include those members who have tested positive during and after the completion of the administrative process to consider their retention in the Navy.
- Of the 258 members found positive; 167 have been discharged, 82 retained (none of these are part of the above mentioned repeat-positive results group) and 9 are currently undergoing administrative processes.
- Since 01 June 2005, 8% of members retained after their first positive test, have tested positive again.
- In FY 11/12 (to 31 August 2011) the positive test rate for Navy members is 0.48%. This is slightly under the 25% guide slope due to a shortage of testing kits. The shortage was resolved in early September, and saw a dramatic increase in testing.
- Navy's targeted testing returns a significantly higher number of positive tests compared to random test results. Since data collection on the testing type commenced 01 July 2008 to 31 August 2011) 9418 random tests have been conducted returning 61 positive test (0.64%) while 394 target tests were conducted with 64 positives (16.2%).
- From 01 January 2003 – 31 August 2011, 201 DFDA/administrative and 27 civil drug convictions have been reported by the Australian Defence Investigative Service.

- Under Navy's Prohibited Substance Testing Program 25 percent of Navy members will be tested this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings and Fridays after pay days.
- Information on recent media reports of drug use at HMAS KUTTABUL has been provided via a separate brief.
- A review of the effectiveness of the PSTP in the ADF was initiated in April 2011 and is being conducted by the IGADF.

AUTHORISED BY:

CDRE V.M. McConachie

DGNP

Date: 21 September 2011

CONTACT OFFICER:

LCDR D. Williams

DNAODS

Date: 21 September 2011

BACKGROUND

- To ensure the safety, health and well-being of Navy members every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy's Prohibited Substance Testing Program testing forms one part of its deterrence program which includes education and intervention.
- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2010 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.

Comparison between Navy, Army and Air Force

- Test results since the commencement of testing is as follows:

	RAN (01 July 2005-31 August 2011)	ARMY (01 Jul 2005-31 August 11)	RAAF (01 Jul 2005-31 August 11)
No. PST conducted	15,127	46,567	13, 553
Positives	291 (1.92%)	395 (0.848%)	41 (0.30%)

- Contractors and APS members may not be tested for drug use by the ADF unless they accompany a part of the ADF outside Australia or on operations against an enemy and they agree to come under the jurisdiction of the *Defence Force Discipline Act*.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

SENATE ESTIMATES BRIEF 81

NAVY DISCHARGES FOR DRUG OFFENCES

Key Message

- On every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member.
- In all cases where the use of a prohibited substance is detected the retention of the member is reviewed.
- These actions are taken to ensure the safety, health and well-being of Navy members.
- Personnel involved with drugs outside of the Defence work environment, and subject to civilian proceedings, will also have their retention reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- Members have the ability to redress a termination decision, and in the case of PSTP the member will automatically be discharged after 3 months after the termination decision is made, in accordance with the Defence Act.
- The figures for the Financial Year 2009/2010 are as follows for testing under the PSTP regime:
 - 38 personnel tested positive to prohibited substances
 - 15 personnel were retained

- The figures for the Financial Year 2010/2011 are as follows for testing under the PSTP regime:
 - 24 personnel tested positive to prohibited substances
 - 4 personnel were retained, with 13 personnel discharged
 - 7 matters are currently pending
- The figures for the Financial Year 2011/2012 to 17 October 2011 are as follows for testing under the PSTP regime:
 - 3 personnel have tested positive to prohibited substances
 - 3 matters are currently pending
- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.
- Separate to the figures provided, a recent investigation into prohibited substances at the Fleet Support Unit – Sydney, has resulted in 11 termination decisions being issued under the Defence (Personnel) Regulations (Retention Not in the Interests of the RAN/ADF) on the basis of a disciplinary investigation. Nine of the personnel have had their Service terminated, whilst two personnel have redressed the termination decision and are awaiting a result.

AUTHORISED BY:
CDRE A.J.M. Smith, RAN
COMSPT
(02) 9359 4459
Date: Oct 2011

CONTACT OFFICER:
CMDR L.D. van Stralen, RAN
FLO
(02) 9359 4508
Date: Oct 2011

PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2009/2010	FY 2010/2011	FY 2011/2012 TO 17 OCT 11
<u>Personnel Tested</u>	4071	5097	1320
Positive Test Results (people)	38 people	24 people	3
Percentage	1%	0.53%	0.23%
<u>Terminations/Discharges</u>			
Personnel discharged	23	13	
Retained	15	4	
Pending	0	7	3
Percentage retained	39.5%	16.6% (with 7 matters pending)	
<u>Administrative Sanction</u>			
Reduction-in-rank	1	1	
PSTP Warning	14	3	

SENATE ESTIMATES BRIEF

DRUGS AND DRUG TESTING IN THE NAVY

Key Message

- There is no evidence of a widespread culture of drug use in the RAN. From 01 June 2005 – 31 December 2011, Navy had conducted 16 493 tests, with 300 positive results (1.81%).
- There is a continuing decline in the rate of positive test results from the Prohibited Substance Testing Program from 01 January 2009 until 31 December 2011.

Context

- Of the 300 positive results 267 members tested positive (1.61%). Twenty-seven members returned more than one positive test. This includes one member testing positive 4 times, 4 members testing positive 3 times and 22 members testing positive twice. These figures include those members who have tested positive during and after the completion of the administrative process to consider their retention in the Navy. None of the repeat offenders are still serving in the RAN.
- Of the 267 members found positive; 169 have been discharged, 82 retained and 16 are currently undergoing administrative processes.
- Since 01 June 2005, 8% of members retained after their first positive test, have tested positive again.
- In FY 11/12 (to 31 December 2011) the positive test rate for Navy members is 0.48%. This compares to a positive rate for Army of 0.52% and Air Force (0.19%) for the same period.
- Navy's targeted testing returns a significantly higher number of positive tests compared to random test results. Since data collection on the testing type commenced 01 July 2008 to 31 December 2011) 10 553 random tests have been conducted returning 63 positive test (0.59%) while 599 target tests were conducted with 71 positives (11.85%).
- From 01 January 2003 – 31 December 2011, 201 DFDA/administrative and 27 civil drug convictions have been reported by the Australian Defence Investigative Service.

- Under Navy's Prohibited Substance Testing Program 25 percent of Navy members will be tested this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings and Fridays after pay days.

AUTHORISED BY:
CDRE V. McConachie
DGNP
Date: 24 January 2012

CONTACT OFFICER:
LCDR D. Williams
DNAODS
Date: 24 January 2012

BACKGROUND

- To ensure the safety, health and well-being of Navy members every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy's Prohibited Substance Testing Program testing forms one part of its deterrence program which includes education and intervention.
- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter and detect members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2010 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.
- Contractors and APS members may not be tested for drug use by the ADF unless they accompany a part of the ADF outside Australia or on operations against an enemy and they agree to come under the jurisdiction of the *Defence Force Discipline Act*.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo targeted random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

Key Message

- On every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member.
- In all cases where the use of a prohibited substance is detected the retention of the member is reviewed.
- These actions are taken to ensure the safety, health and well-being of Navy members.
- Personnel involved with drugs outside of the Defence work environment, and subject to civilian proceedings, will also have their retention reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- Members have the ability to redress a termination decision, however in the case of PSTP, the member will be automatically discharged 3 months after the termination decision is made even where the redress has not been finalised. The redress will be considered whilst the individual is a civilian. This is in accordance with the Defence Act
- The figures for the Financial Year 2009/2010 are as follows for testing under the PSTP regime:
 - 38 personnel tested positive to prohibited substances
 - 15 personnel were retained

- The figures for the Financial Year 2010/2011 are as follows for testing under the PSTP regime:
 - 23 personnel tested positive to prohibited substances
 - 7 personnel were retained, with 15 personnel discharged
 - 1 pending
- The figures for the Financial Year 2011/2012 to 16 January 2011 are as follows for testing under the PSTP regime:
 - 10 personnel have tested positive to prohibited substances
 - 2 personnel discharged
 - 8 matters are currently pending
- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.
- Separate to the figures provided, a recent investigation into prohibited substances at the Fleet Support Unit – Sydney, has resulted in 11 termination decisions being issued under the Defence (Personnel) Regulations (Retention Not in the Interests of the RAN/ADF) on the basis of a disciplinary investigation. Nine of the personnel have had their Service terminated, whilst two personnel have redressed the termination decision and are awaiting a result.

AUTHORISED BY:
CDRE A.J.M. Smith, RAN
COMSPT
(02) 9359 4459
Date: Jan 2012

CONTACT OFFICER:
CMDR L.D. van Stralen, RAN
FLO
(02) 9359 4508
Date: Jan 2012

PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2009/2010	FY 2010/2011	FY 2011/2012 TO 16 JAN 12
<u>Personnel Tested</u>	3549	3640	2067
Positive Test Results (people)	38 people	23 people	10 people
Percentage	1.18%	0.63%	0.48%
<u>Terminations/Discharges</u>			
Personnel discharged	23	15	2
Retained	15	7	0
Pending	0	1	8
Percentage retained	39.5%	32.8%	0%
<u>Administrative Sanction</u>			
Reduction-in-rank	1	3	0
PSTP Warning	14	8	0

SENATE ESTIMATES BRIEF

DRUGS AND DRUG TESTING IN THE NAVY

Key Message

- There is no evidence of a widespread culture of drug use in the RAN.
- During FY11/12 to 31 March 2012 Navy has conducted 3514 PTSP tests yielding 17 positive results (0.48%).
- There is a continuing decline in the rate of positive test results from the Prohibited Substance Testing Program. In FY08/09 the rate was 2.28%. In FY11/12 the rate has decreased to 0.48%.
- These figures reflect the value of the PSTP program as a deterrent and the positive impact of Navy Cultural change supported by programs and initiatives such as the RAN Alcohol and Other Drugs Program, NGN and the introduction of Signature Behaviours reporting.

Context

- PSTP testing commenced in 2005.
- Since 2005 there have been a combined total of 17,699 PSTP tests with 305 positive results (combined average of 1.72% over 7 years). These results came from 271 Personnel. Of those testing positive, 27 members returned more than one positive test. This includes one member testing positive 4 times, 4 members testing positive 3 times, and 22 members testing positive twice. These figures include those members who have tested positive during and after the completion of the administrative process to consider their retention in the Navy. None of the repeat offenders are still serving in the RAN.
- Of the 271 members found positive since 2005; 172 have been discharged RNIN, 2 have been discharged MUNS, 82 have been retained and 15 are currently undergoing administrative processes.
- Since 1 June 2005, 8% of members retained after their first positive test, subsequently tested positive again (the majority of the repeat offences occurred during the period 2005-08).

- In FY 11/12 (to 31 March 2011) the positive test rate for Navy members is 0.48%. This compares to a positive rate for Army of 0.52% and Air Force 0.19% (based on most current rates available from Army and Airforce)
- Navy's targeted testing returns a significantly higher number of positive tests compared to random test results. Since data collection on the testing type commenced 01 July 2008 to 31 March 12 10,897 random tests have been conducted returning 68 positive test (plus one pending) (0.62%) while 607 target tests were conducted with 72 positives (11.86%).
- From 01 January 2003 – 31 March 2012, 201 DFDA/administrative and 27 civil drug convictions have been reported by the Australian Defence Investigative Service to the PSTP coordinator.
- Under Navy's Prohibited Substance Testing Program 25 percent of Navy members will be tested this financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings and Fridays after pay days.

AUTHORISED BY:
CDRE V. McConachie
DGNP
Date: 30 April 2012

CONTACT OFFICER:
LCDR D. Byrne
DNAODS
Date: 30 April 2012

BACKGROUND

- To ensure the safety, health and well-being of Navy members every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy's Prohibited Substance Testing Program testing forms one part of its deterrence program which includes education and intervention.
- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter and detect members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2010 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.
- Contractors and APS members may not be tested for drug use by the ADF unless they accompany a part of the ADF outside Australia or on operations against an enemy and they agree to come under the jurisdiction of the *Defence Force Discipline Act*.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision. When discharge from the RAN occurs, referrals are often made to civilian treatment centres. If the member is retained, members undergo targeted random testing for up to 24 months after their retention decision, and are required to attend intervention provided by the RAN Alcohol and Other Drug Program and / or health professionals.

SENATE ESTIMATES BRIEF

HMAS CERBERUS ALCOHOL AND DRUGS PREVENTATIVE INITIATIVES

Key Message

- Some media reporting in 2011 related to offences allegedly committed by personnel currently serving, or who have previously served in HMAS *Cerberus*.
- The reporting also speculated on excessive alcohol use and the presence of a drug culture in HMAS *Cerberus*.

Context

- The RAN does not tolerate alcohol and illicit substance abuse. The New Generation Navy (NGN) project launched two years ago aims to improve and modernise Navy's culture, leadership and structure.
- NGN is a cultural reform program focussed on nurturing Navy's people to provide strong leadership and a professional, supportive, inclusive and equitable work culture.

Current Situation

- On the matter of the speculated drug culture at HMAS *Cerberus*, I can advise that there is no evidence to suggest that such a culture exists at the base.
- HMAS *Cerberus* has a range of proactive initiatives in place to educate trainees on ADF drug and alcohol policy and how it is enforced.
- Since the beginning of 2012 (as of 26 April 2012) HMAS *Cerberus* conducted 1117 Random Breath Tests, with 8 tests recording a Blood Alcohol Reading above 0.02% (0.71%).
- Since the beginning of 2012 (as of 26 April 2012) HMAS *Cerberus* conducted 119 Prohibited Substance Testing Program (PSTP) tests, with nil positive returns.
- Since January 2012, in addition to random testing, the Southern Region-Alcohol and Drug Program Coordinator (SR-ADPC), at HMAS *Cerberus* has assessed 50 personnel for involvement in either an alcohol or drug related incident. Of the 50 personnel assessed, 48 were for possible alcohol misuse and 2 were for possible drug misuse (not through PSTP but through admission or reporting of possible drink spiking). Administrative action is

at various stages for some but not all members. Members are not considered for administrative action in the event that a positive approach to their management of alcohol has been achieved.

- HMAS *Cerberus* has issued two termination notices, one censure, three formal warnings and one formal counselling to personnel for reasons of alcohol misuse since January 2012. HMAS *Cerberus* has so far, this year, not issued or imposed any adverse administrative sanctions on personnel as a result of drug misuse.

Way Ahead

- HMAS *Cerberus* will continue to promote ADF alcohol and drug policy through education and enforcement.
- For privacy reasons I will not comment on the administrative action which may have been taken following any previous court findings.
- On 11 April 2011 the Minister for Defence announced a number of reviews including a cultural stock take and review of alcohol and binge drinking, the use of social media and personal conduct at ADFA and in the ADF more generally.
- Implementation of the recommendations arising from these reviews is being progressed through the 'Pathways to Change' strategy.

CLEARED BY:
RADM T.W. Barrett
COMAUSFLT
Date: May 2012

CONTACT OFFICER:
CDRE A.J.M. Smith
COMSPT
Dated: May 2012

AUTHORISED BY:
VADM R.J. Griggs
CN
Date: May 2012

BACKGROUND

- A media enquiry from the Herald Sun was received on 9 May 2011, requesting a response to a number of allegations towards former and current members of the RAN whilst they were posted to HMAS *Cerberus* as part of Rogers Division.
- The media request refers to two cases, the first being that of a former sailor from HMAS *Cerberus* who faced a Victorian civil court in 2008 on a charge of possession of child pornography. After pleading guilty a conviction was not recorded and the sailor was placed on a 12 month good behaviour bond and ordered to pay \$1000 to a nominated children's charity. This sailor's service was terminated in May 2010 for unrelated reasons.
- The second case relates to a rape charge reported in January 2010. The sailor charged with this offence was suspended from duty awaiting court appearance. On 12 September 2011 the sailor was found guilty and on 16 September he was sentenced to a term of imprisonment. On being found guilty the sailor was presented with a Termination Notice effective 13 September 2011.
- Victoria Police and Naval Police periodically undertake joint operations onboard HMAS *Cerberus* to identify and take appropriate legal steps to deal with people alleged or believed to be involved in the use of prohibited substances.

RECENT INITIATIVES

The following provides an overview of a range of initiatives implemented at HMAS *Cerberus* in recent years:

- **Watchbill Review.** The Duty Watch system was rationalised in 2009, with a number of measures including additional patrols during the 'silent hours'.
- **Trainee Tiering System.** The *Cerberus* Trainee Tiering system was first introduced in 2002. The intent of the system is to progressively bridge the gap between the structured lifestyle first provided when attending the RAN Recruit School, and to prepare junior personnel to enter the Fleet environment. The Tier system was modified in August 2009 in response to the mandated reduction in Duty Watch requirements, and the direction to embrace adult learning principles. The Tier system is focused on personal qualities and Defence values and is not intended to be used in lieu of the Defence Force Discipline Act (DFDA) or the Training Failure Management System. The Tiering system for trainees remains absolutely fundamental to embedding respect for service values and others.
- **Leadership Training for Leading Seaman.** The provision of additional leadership training in the form of the Junior Sailors Leadership and Management Course (JSLMC). Through the NGN program it is now mandatory for all junior sailors selected for promotion to attend the relevant leadership training prior to promotion which includes alcohol and other drug awareness training.
- **New Generation Navy Cultural Reform.** The promulgation of Navy Signature Behaviours, significantly increased leadership training, and compulsory attendance of all serving Navy personnel at a series of facilitated workshops has provided the foundation for cultural reform. In addition the NGN Making the Change Program (4 hrs) has been embedded into the RAN Recruit School program, and the Navigating the Change Program is now delivered to all trainees shortly after commencing at Category school.
- **Under 18 Management.** All under 18 personnel, regardless of Tier or rating status are not permitted access to the Anchorage Club (junior sailors bar) at any time. All personnel have

access to “*Club Hades*”, a designated 'dry' canteen and social area. Under 18s are permitted to enter “*Club Cerberus*” (an all ranks function venue) during designated events, however are not permitted to consume alcohol. Minors, when granted leave, have a curfew of 2359 unless they have authority to remain overnight on sponsored leave (a sponsor is an adult deemed responsible by the individual's Faculty Officer in Charge). This curfew is monitored through the use of short leave cards and enforced by the Duty Watch with breaches of leave, alcohol and drug provisions dealt with in accordance with the DFDA.

- **Controlled Access to Alcohol.** All trainees over the age of 18 are permitted to consume alcohol in moderation within the “*Anchorage Club*”, and where specifically approved, for functions at “*Club Cerberus*”. They are not permitted access or consumption of alcohol outside the designated areas (including the accommodation blocks).
- **Relocation of Duty Watch.** The changing focus from perimeter security to the management of personnel enabled the relocation of Duty Watch from the gangway to the accommodation and amenities precinct in mid 2010. The change of location has greatly assisted in providing an increased presence immediately between the Junior Sailor’s bar and main accommodation area.
- **Duty Watch Accommodation.** The accommodation for the Officer of the Day is specifically located within the Junior Sailors accommodation in order to monitor behaviour and respond accordingly during the silent hours.
- **Fitness and Team Sport.** Individual fitness and participation in team sport remains important to preparing personnel for military service. All ADF personnel are mandated to attend two physical training sessions per week, and to align with a team sport while at *Cerberus*. Participation in representational sport remains strongly encouraged. The following major sporting teams compete in local competitions: AFL, rugby, netball, swimming, running, squash, basketball, hockey, dragon boating, and sailing.
- **Anchorage Club.** Qualified bar staff, increased supervision, serving restrictions, and reporting requirements are actively utilised to promote the responsible consumption of alcohol. Proposed improvements funded through the Ship’s Canteen and Welfare Fund are further designed to improve the facilities and highlight ADF heritage and values, with the aim of further improving the standard of behaviour. Command continues to strongly support the junior sailors who volunteer to form the committee of the Anchorage Club, with their direct involvement and supervision critical to the running of the bar.
- **Victoria Police Cooperation.** While not a new initiative, the importance of ongoing communication and cooperation with local Victoria Police officers is pivotal to ensuring that standards of behaviour are enforced by all personnel when at *Cerberus*, or ashore on leave in the local area. Privacy constraints and delays in matters being heard in the criminal justice system does however provide some challenges, particularly in terms of delayed management and consideration of administrative sanctions.
- **Base Security Improvement Program.** Currently in progress. A number of the measures planned for *Cerberus* including additional security guards and surveillance will significantly enhance the policing of personnel through detection and enforcement.
- **Cerberus Canteen.** The Canteen provides a wide range of services, and through the profits, provides funding for sporting team registration fees and grants to recreational clubs.

- **Re-opening of the Hobbies Workshop.** The workshop was re-opened in September 2010 as a venue for personnel to conduct routine maintenance on their personal motor vehicles. The workshop had been closed in 2009 due to Occupational Health and Safety concerns. These risks have been mitigated and the workshop now offers a supervised venue for vehicle maintenance constituting a further 'alcohol free' onboard activity.
- **Policy Updates.** Drug and alcohol intelligence and policy continues to be proactively reviewed for contemporary risks, including most recently the use of synthetic cannabinoids such as 'Kronic'. A Commanding Officer's Directive 'Substances which may be used to produce or cause an intoxicating, stupefying or hallucinatory effect' was issued on 12 April 2010, in order to prohibit the use of synthetic substances, while awaiting for State and Commonwealth legislation to adequately address the issue.
- **Road Safety Strategy.** A Road Safety Strategy has been developed to align measures already in place, and to pursue opportunities for improvement. This includes a planned trial in November 2011 of the Alfred Hospital Trauma Research Institute programme Prevent Alcohol & Risk-related Trauma in Youth (PARTY) aimed at raising alcohol awareness amongst young people.
- **Proactive Policing.** In addition to designated Naval Police Coxswain personnel being available for recall to deal with policing matters, a trial was conducted in 2010 which highlighted the importance of highly visible proactive policing measures in support of the Officer of the Day. The trial was found to be particularly effective during Day Light Saving, with additional Random Breath Testing, speeding checks, and a heightened presence within the bar facility and accommodation blocks.
- **Preventing Alcohol And Risk Related Trauma in Youth, PARTY.** Run by the Alfred Hospital in Melbourne and seeks to give participants (18-25) a snap shot of the possible traumatic and often preventable consequences of risk related behaviour. *Cerberus* is utilising the PARTY program for personnel deemed to be at high risk for alcohol related incidents.
- **Keep Your Mates Safe, KYMS.** Half day workshop aimed at personnel who regularly socialise and drink alcohol. It is an educational workshop that informs members how to keep themselves and their mates safe when out socialising and drinking. This program will be implemented at HMAS *Cerberus* in the next quarter.

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

Key Message

- On every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member.
- In all cases where the use of a prohibited substance is detected the retention of the member is reviewed.
- These actions are taken to ensure the safety, health and well-being of Navy members.
- Personnel involved with drugs outside of the Defence work environment, and subject to civilian proceedings, will also have their retention reviewed.
- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.

Context

- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- Members have the ability to redress a termination decision, however in the case of PSTP, the member will be automatically discharged 3 months after the termination decision is made even where the redress has not been finalised. The redress will be considered whilst the individual is a civilian. This is in accordance with the Defence Act
- The figures for the Financial Year 2009/2010 are as follows for testing under the PSTP regime:
 - 38 personnel tested positive to prohibited substances
 - 15 personnel were retained

- The figures for the Financial Year 2010/2011 are as follows for testing under the PSTP regime:
 - 23 personnel tested positive to prohibited substances
 - 7 personnel were retained, with 15 personnel discharged
 - 1 pending
- The figures for the Financial Year 2011/2012 to 24 April 2012 are as follows for testing under the PSTP regime:
 - 17 personnel (including 1 x Officer pending) have tested positive to prohibited substances
 - 2 personnel discharged
 - 15 matters are currently pending
- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.

[OSB]

CLEARED BY:
RADM T.W. Barrett
COMAUSFLT
May 2012

CONTACT OFFICER:
CDRE A.J.M. Smith
COMSPT
May 2012

AUTHORISED BY:
VADM R.J. Griggs
CN
Date: May 2012

PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2009/2010	FY 2010/2011	FY 2011/2012 TO 24 APR 12
<u>Personnel Tested</u>	3549	3640	3738
Positive Test Results (people)	38 people	23 people	17 people
Percentage	1.18%	0.63%	0.45%
<u>Terminations/Discharges</u>			
Personnel discharged	23	15	2
Retained	15	7	0
Pending	0	1	15
Percentage retained	39.5%	32.8%	0%
<u>Administrative Sanction</u>			
Reduction-in-rank	1	3	0
PSTP Warning	14	8	0

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

Key Facts

<ul style="list-style-type: none">• All incidents of drug detection involving Navy personnel will be subject to administrative or disciplinary action.• Personnel involved with drugs will have their retention reviewed.	<ul style="list-style-type: none">• Strong actions are taken to ensure the safety, health and well-being of Navy members.
--	---

Key Issues

- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- In accordance with Defence policy, a member who claims drink or food spiking or unintended consumption of a prohibited substance will not be subject to the termination process. This applies only once and they will be subject to target testing. The member must seek medical assistance, report to the Officer of the Day and report the incident to State or Territory Police. An individual who self-refers may still be issued a Notice for termination to ensure they comply with Defence policy; that is no previous involvement with prohibited substances; not assessed as substance dependant; or fails to demonstrate future useful service.
- Members have the ability to redress a termination decision, however in the case of PSTP, the member will be automatically discharged 3 months after the termination decision is made even where the redress has not been finalised. The redress will be considered whilst the individual is a civilian. This is in accordance with the Defence Act.

- The figures for the Financial Year 2010/2011 are as follows for testing under the PSTP regime:
 - 23 personnel tested positive to prohibited substances
 - 7 personnel were retained, with 16 personnel discharged
- The figures for the Financial Year 2011/2012 (1 July 2011 to 30 June 2012) are as follows for testing under the PSTP regime:
 - 31 personnel tested positive to prohibited substances
 - 20 personnel discharged (including 1 x Officer)
 - 1 member discharged via the Medical Employment Classification Review Board prior to the PSTP termination decision
 - 6 personnel were retained. (In some cases personnel have been involved with prescription drugs, and while there are grounds to terminate them it has largely been dependant on the nature of the substance and the reasons. On a few occasions the age, experience, personal circumstances and otherwise excellent performance of the sailor weighted heavily in favour of their retention.
 - 4 cases are pending (including 1 x Officer). The Officer tested positive to a prescription drug and the case is currently subject to legal review. The other matters are either: awaiting a response from the member; undergoing legal review; awaiting decision by the delegate; or awaiting a decision on a redress of grievance. Personnel can only be retained for up to three months following a termination decision, even where a redress of grievance is awaiting decision.
- The figures for the Financial Year 2012/2013 (1 July 2012 to 21 August 2012) are as follows for testing under the PSTP regime:
 - 11 personnel tested positive to prohibited substances
 - 4 personnel discharged
 - 7 cases are pending

Way Ahead

- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.

AUTHORISED BY:

VADM R.J. Griggs
Chief of Navy
Date: September 2012

CONTACT OFFICER:

RADM T.W. Barrett
Commander Australian Fleet
Date: September 2012

CONSULTED WITH:

KEY POC: CDRE SMITH (COMSPT) / CMDR VAN STRALEN (FLO)

BACKGROUND - PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2009/2010	FY 2010/2011	FY 2011/2012	FY 2012/2013 TO 21 AUG 12
<u>Personnel Tested</u>	3549	3640	4860	595
Positive Test Results (people)	38 people	23 people	31 people	11 people
Percentage	1.18%	0.63%	0.63%	1.17%
<u>Terminations/Discharges</u>				
Personnel discharged	23	16	20	4
Discharged (Other)			1	0
Retained	15	7	6	0
Pending	0	0	4	7
Percentage retained	39.5%	32.8%	19.3%	0%
<u>Administrative Sanction</u>				
Reduction-in-rank	1	3	0	0
PSTP Warning	14	8	6	0

SENATE ESTIMATES BRIEF

HMAS CERBERUS ALCOHOL AND DRUGS PREVENTATIVE INITIATIVES

Key Facts

<ul style="list-style-type: none">• Media reporting in 2011 speculated on excessive alcohol use and drug culture at HMAS <i>Cerberus</i>.• HMAS <i>Cerberus</i> has a range of initiatives in place to enforce the ADF drug and alcohol policy.	<ul style="list-style-type: none">• New Generation Navy has been reforming Navy's culture for 3 years• RAN does not tolerate alcohol and illicit substance abuse
--	---

Key Issues

- HMAS *Cerberus* has a range of proactive initiatives in place to educate trainees on ADF drug and alcohol policy and how it is enforced. Additionally HMAS *Cerberus* has a rigorous regime of targeted and random alcohol and drug testing.
- Since the beginning of 2012 (as of 15 August 2012) HMAS *Cerberus* conducted 2130 Random Breath Tests, with 0.7% of all tests recording a Blood Alcohol Reading above 0.02% (15 personnel). This compared to Navy's overall return of 1.04% is largely the result of *Cerberus*' multifaceted approach to managing alcohol combined with a rigorous testing program.
- Since the beginning of 2012 (as of 15 August 2012) HMAS *Cerberus* conducted 210 Prohibited Substance Testing Program (PSTP) tests, with 6.2% of these tests providing 'confirmed positive' results (13 personnel). This high rate of confirmed positive results compared to Navy's overall return of 0.76% may be attributed to the larger number of targeted PSTP tests conducted at *Cerberus* directed at the large population (over 1000) of young sailors who are in a high risk group because of their age.
- Since January 2012, in addition to random testing, the Southern Region-Alcohol and Drug Program Coordinator (SR-ADPC), at HMAS *Cerberus* has assessed 82 personnel for involvement in either an alcohol or drug related incident. Of the 82 personnel assessed, 69 were for possible alcohol misuse and 13 were for drug misuse. Administrative action is at various stages for some but not all members. Members are not considered

for administrative action in the event that a positive approach to their management of alcohol has been achieved, and it is deemed a one off behavioural issue rather than an attitude requiring readjustment.

- HMAS *Cerberus* has issued four termination notices, nine formal warnings and five formal counselling sessions to personnel for reasons of alcohol misuse since January 2012. HMAS *Cerberus* has so far, this year, issued or is in the process of issuing eight adverse administrative sanctions on personnel as a result of drug misuse, one censure was issued for alcohol abuse/possible drug misuse (alleged drink spiking).
- Since the beginning of 2012 (as of 15 August 2012) seven out of the reported 22 Equity and Diversity complaints at HMAS *Cerberus* have been attributed to alcohol (32%).

Way Ahead

- HMAS *Cerberus* will continue to promote ADF alcohol and drug policy through education and enforcement.
- For privacy reasons I will not comment on the administrative action which may have been taken following any previous court findings.
- On 11 April 2011 the Minister for Defence announced a number of reviews including a cultural stock take and review of alcohol and binge drinking, the use of social media and personal conduct at ADFA and in the ADF more generally.
- Implementation of the recommendations arising from these reviews is being progressed through the 'Pathways to Change' strategy.

AUTHORISED BY:

VADM R.J. Griggs
Chief of Navy
Date: October 2012

CONTACT OFFICER:

RADM T.W. Barrett
Commander Australian Fleet
Date: October 2012

CONSULTED WITH:

KEY POC: CDRE SMITH (COMSPT) / CAPT TEAGUE (CSO (S))

BACKGROUND

- A media enquiry from the Herald Sun was received on 9 May 2011, requesting a response to a number of allegations towards former and current members of the RAN whilst they were posted to HMAS *Cerberus* as part of Rogers Division.
- The media request refers to two cases, the first being that of a former sailor from HMAS *Cerberus* who faced a Victorian civil court in 2008 on a charge of possession of child pornography. After pleading guilty a conviction was not recorded and the sailor was placed on a 12 month good behaviour bond and ordered to pay \$1000 to a nominated children's charity. This sailor's service was terminated in May 2010 for unrelated reasons.
- The second case relates to a rape charge reported in January 2010. The sailor charged with this offence was suspended from duty awaiting court appearance. On 12 September 2011 the sailor was found guilty and his service was subsequently terminated on 13 September 12. On 16 September he was sentenced to a term of imprisonment. On 23 August 2012 the ex-sailor's convictions were overturned and a re-trial ordered. His termination was upheld.
- Victoria Police, Customs and Naval Police periodically undertake joint operations onboard HMAS *Cerberus* to identify and take appropriate legal steps to deal with people alleged or believed to be involved in the use of prohibited substances.

RECENT INITIATIVES

The following provides an overview of a range of initiatives implemented at HMAS *Cerberus* in recent years:

- **Watchbill Review.** The Duty Watch system was rationalised in 2009, with a number measures including additional patrols during the 'silent hours'.
- **Trainee Tiering System.** The *Cerberus* Trainee Tiering system was first introduced in 2002. The intent of the system is to progressively bridge the gap between the structured lifestyle first provided when attending the RAN Recruit School, and to prepare junior personnel to enter the Fleet environment. The Tier system was modified in August 2009 in response to the mandated reduction in Duty Watch requirements, and the direction to embrace adult learning principles. The Tier system is focused on personal qualities and Defence values and is not intended to be used in lieu of the Defence Force Discipline Act (DFDA) or the Training Failure Management System. The Tiering system was again reviewed in August 2012 with minor adjustments but it remains absolutely fundamental to embedding respect for service values and others.
- **Leadership Training for Leading Seaman.** The provision of additional leadership training in the form of the Junior Sailors Leadership and Management Course (JSLMC). Through the NGN program it is now mandatory for all junior sailors selected for promotion to attend the relevant leadership training prior to promotion which includes alcohol and other drug awareness training.
- **New Generation Navy Cultural Reform.** The promulgation of Navy Signature Behaviours, significantly increased leadership training, and compulsory attendance of all serving Navy personnel at a series of facilitated workshops has provided the foundation for cultural reform. In addition the NGN Making the Change Program (4 hrs) has been embedded into the RAN Recruit School program, and the Navigating the Change Program is now delivered to all trainees shortly after commencing at Category school.
- **Under 18 Management.** All under 18 personnel, regardless of Tier or rating status are not permitted access to the "Anchorage Club" (junior sailors bar) at any time. All personnel have

access to “*Club Hades*”, a designated 'dry' canteen and social area. Under 18s are permitted to enter “*Club Cerberus*” (an all ranks function venue) during designated events, however are not permitted to consume alcohol. Minors, when granted leave, have a curfew of 2359 unless they have authority to remain overnight on sponsored leave (a sponsor is an adult deemed responsible by the individual's Faculty Officer in Charge). This curfew is monitored through the use of short leave cards and enforced by the Duty Watch with breaches of leave, alcohol and drug provisions dealt with in accordance with the DFDA.

- **Controlled Access to Alcohol.** All trainees over the age of 18 are permitted to consume alcohol in moderation within the “*Anchorage Club*”, and where specifically approved, for functions at “*Club Cerberus*”. They are not permitted access or consumption of alcohol outside the designated areas (including the accommodation blocks). Any person being refused service at the “*Anchorage Club*” is now not only logged and reported on, but also seen by the Officer of the Day (OOD) at the time of the incident. The member must then front the OOD the following day prior to being granted authority to proceed on leave. This process is in conjunction with formally removing alcohol privileges, based on their previous conduct, for any member who is deemed high risk of engaging in repeated alcohol related incidents.
- **Relocation of Duty Watch.** The changing focus from perimeter security to the management of personnel enabled the relocation of Duty Watch from the gangway to the accommodation and amenities precinct in mid 2010. The change of location has greatly assisted in providing an increased presence immediately between the Junior Sailor’s bar and main accommodation area.
- **Duty Watch Accommodation.** The accommodation for the Officer of the Day is specifically located within the Junior Sailors accommodation in order to monitor behaviour and respond accordingly during the silent hours.
- **Fitness and Team Sport.** Individual fitness and participation in team sport remains important to preparing personnel for military service. All ADF personnel are mandated to attend two physical training sessions per week, and to align with a team sport while at *Cerberus*. Participation in representational sport remains strongly encouraged. The following major sporting teams compete in local competitions: AFL, rugby, netball, swimming, running, squash, basketball, hockey, dragon boating, and sailing.
- **Anchorage Club.** Qualified bar staff, increased supervision, serving restrictions, and reporting requirements are actively utilised to promote the responsible consumption of alcohol. Proposed improvements funded through the Ship’s Canteen and Welfare Fund are further designed to improve the facilities and highlight ADF heritage and values, with the aim of further improving the standard of behaviour. Command continues to strongly support the junior sailors who volunteer to form the committee of the “*Anchorage Club*”, with their direct involvement and supervision critical to the running of the bar.
- **Crib Point Bar and Bistro.** As of 18 Jul 12 all *Cerberus* personnel have been directed not to attend this establishment for a period of three months. This was due to a number of alcohol related incidents occurring at this establishment and reports of non-adherence to responsible use and service of alcohol at that venue. These reports were in turn passed onto Victorian Police and the liquor licensing authorities.
- **Victoria Police Cooperation.** While not a new initiative, the importance of ongoing communication and cooperation with local Victoria Police officers is pivotal to ensuring that standards of behaviour are enforced by all personnel when at *Cerberus*, or ashore on leave in

the local area. Privacy constraints and delays in matters being heard in the criminal justice system does however provide some challenges, particularly in terms of delayed management and consideration of administrative sanctions.

- **Base Security Improvement Program.** Currently in progress. A number of the measures planned for *Cerberus* including additional security guards and surveillance will significantly enhance the policing of personnel through detection and enforcement.
- **Cerberus Canteen.** The Canteen provides a wide range of services, and through the profits, provides funding for sporting team registration fees and grants to recreational clubs.
- **Re-opening of the Hobbies Workshop.** The workshop was re-opened in September 2010 as a venue for personnel to conduct routine maintenance on their personal motor vehicles. The workshop had been closed in 2009 due to Occupational Health and Safety concerns. These risks have been mitigated and the workshop now offers a supervised venue for vehicle maintenance constituting a further 'alcohol free' onboard activity.
- **Policy Updates.** Drug and alcohol intelligence and policy continues to be proactively reviewed for contemporary risks, including most recently the use of synthetic cannabinoids such as 'Kronic'. A Commanding Officer's Directive 'Substances which may be used to produce or cause an intoxicating, stupefying or hallucinatory effect' was issued on 12 April 2010, in order to prohibit the use of synthetic substances, while awaiting for State and Commonwealth legislation to adequately address the issue.
- **Road Safety Strategy.** A Road Safety Strategy has been developed to align measures already in place, and to pursue opportunities for improvement. This includes attendance at the Alfred Hospital Trauma Research Institute programme Prevent Alcohol & Risk-related Trauma in Youth (PARTY) aimed at raising alcohol awareness amongst young people.
- **Proactive Policing.** In addition to designated Naval Police Coxswain personnel being available for recall to deal with policing matters, a trial was conducted in 2010 which highlighted the importance of highly visible proactive policing measures in support of the Officer of the Day. The trial was found to be particularly effective during Day Light Saving, with additional Random Breath Testing, speeding checks, and a heightened presence within the bar facility and accommodation blocks.
- **Preventing Alcohol and Risk Related Trauma in Youth, PARTY.** Run by the Alfred Hospital in Melbourne and seeks to give participants (18-25) a snap shot of the possible traumatic and often preventable consequences of risk related behaviour. *Cerberus* is utilising the PARTY program for personnel deemed to be at high risk for alcohol related incidents.
- **Keep Your Mates Safe, KYMS.** Half day workshop aimed at personnel who regularly socialise and drink alcohol. It is an educational workshop that informs members how to keep themselves and their mates safe when out socialising and drinking. This program will be implemented at HMAS *Cerberus* by the end of the calendar year.
- **Recorded Silent Hours Base Access and Egress.** In August HMAS *Cerberus* has instituted a log in and log out routine at the base access control point as well as providing a member in uniform (in addition to the civilian guards) to police the access control point from 2000-2359 on the evenings of Thursday through to Sunday.

SENATE ESTIMATES BRIEF

DRUGS AND DRUG TESTING IN THE NAVY

Key Facts

<ul style="list-style-type: none">• Navy reports drug testing statistics quarterly.• Positive Drug Test results have decreased from 2.28% in FY08/09 to 0.76% for FY11/12• The figures for the first Quarter of FY12/13 indicate a small rise in positive returns by members 0.93%	<ul style="list-style-type: none">• The increase for the FY12/13 Q1 can be attributed to targeted testing for synthetic Cannabinoids• The four members testing positive twice are all pending discharge RNIN
--	---

Key Issues

- There is no evidence of a widespread culture of drug use in the RAN.
- During FY12/13 (1 Jul – 30 Sep 12) Navy has conducted 1179 PTSP tests yielding 15 Positive results. The number of personnel testing positive was 11 (with four members returning two positive tests – these personnel are all pending discharge RNIN and have tested positive under the Urinalysis Program whilst pending the outcome of their Notice To Show Cause for Discharge).
- There is an overall continuing decline in the rate of positive test results from the PSTP program. For FY08/09 the rate was 2.28%. In FY11/12 the rate has decreased to 0.76%. For the first quarter of FY12/13 the rate of members testing positive (11) has increased slightly to 0.93%.
- These figures reflect the value of the PSTP program as a deterrent and the positive impact of Navy Cultural change. Cultural change can be attributed to initiatives such as NGN, Signature Behaviours reporting and the RAN Alcohol and Other Drugs Program (RANAODP)

Way Ahead

- PSTP testing commenced in 2005.

- As at 30 Sep 2012, an overall total of 296 RAN personnel have tested positive for prohibited substances since testing commenced in 2005.
- Of the 296 members found positive since 2005; 196 have been discharged RNIN, 3 have been discharged MUNS, 82 have been retained and 16 are currently undergoing administrative processes. Of the 296 personnel testing positive, 46 returned multiple positive tests (4 during FY 12/13).
- All members who return a positive drug test are issued with a Notice to Show Cause (NTSC) for discharge, Retention Not in the Interest of the Navy (RNIN). Commanding Officers use the guidelines laid out in DI(N)Pers 13-1 when considering NTSC responses. Personnel who are retained are automatically placed on a prescribed urinalysis program (UP) for a minimum of 12 months.
- Navy's targeted testing returns a significantly higher number of positive tests (14.5%) compared to random test results (0.58%). This is due to the fact that targeted tests specifically test members who are believed to be using or at risk of using illicit substances or steroids.
- Under Navy's Prohibited Substance Testing Program 25 percent of Navy members are tested each financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings and Fridays after pay days.

AUTHORISED BY:
VADM R. Griggs, RAN
Chief of Navy

Date: 5 October 2012

CONTACT OFFICER:
CDRE P.J. Leavy, RAN
Director General Navy People

Date: 5 October 2012

BACKGROUND

- To ensure the safety, health and well-being of Navy members every occasion that the use of a prohibited substance is detected it is investigated and consideration is given to administrative or disciplinary consequences for the member. In all cases the retention of the member is reviewed.
- The Prohibited Substance Testing Program is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy's Prohibited Substance Testing Program testing forms one part of its deterrence program which includes education and intervention.
- PSTP testing is conducted in accordance with Australian standards for collection of urine samples and a positive test result is only recorded after a confirmed laboratory test.
- Defence has implemented the PSTP to deter and detect members who may be tempted to use a prohibited substance with urinalysis being the determined method of testing.
- Urinalysis is a reliable method of testing when confirmatory laboratory results are used.
- The majority of positive results occurred for members within the 20-29 age group. This data is consistent with the National Drug Strategy Household Survey 2010 which indicated the group with the highest proportion of recent illicit drug users was 20–29 year-old males. Ecstasy, marijuana and amphetamines appear to be the most common illicit substances detected.
- Contractors and APS members may not be tested for drug use by the ADF unless they accompany a part of the ADF outside Australia or on operations against an enemy and they agree to come under the jurisdiction of the *Defence Force Discipline Act*.
- Navy seeks to ensure that personnel are operating at an optimum level and avoid illicit drug use by providing education, awareness training and internal and external support to those seeking assistance regardless of their retention decision.
- The illegal use of drugs will not, in any circumstances, be condoned by the Royal Australian Navy. All positive drug returns are dealt with iaw Defence Police (for Navy that is DI(N)Pers 13-1.) Members testing positive are issued a Notice to Show Cause (NTSC) for Retention Not in the Interest of Navy RNIN (that is the zero tolerance component).
- Each response to the NTSC is assessed on a case by case basis. In considering each case the CO must consider:
 - a) the type of prohibited drug
 - b) frequency, period and level of illegal use
 - c) nature of involvement (eg, as a trainee, use on board, safety considerations etc)
 - d) age and rank of offender at present and at time of incident
 - e) the likelihood of repetition (eg whether the drug use had ceased prior to detection or only as a result of detection, whether contrition is displayed, cooperation during investigation, willingness to submit to urine drug analysis)
 - f) voluntary admission of use coupled with commitment to cease use
 - g) circumstances of voluntary admission, eg self-referral or investigation
 - h) disciplinary record, character and work performance and

- i) recommendation from the RAN Alcohol and Drug Program Coordinator (ADPC) on willingness to undergo treatment
- j) Divisional Officer's report

- Discharge or termination of a member will normally be recommended where

- a) there has been regular illicit use of drugs over an extended period of time
- b) the member has a previous Service or civilian conviction for a drug offence or where previous involvement with the illegal use of drugs has come to notice as a result of self-referral
- c) the member was in possession of a large quantity of prohibited drugs (ie equal to or more than the 'trafficable' quantity referred to in the Customs Act 1901), or
- d) the circumstance of the member's involvement with the illegal use of drugs are that there has been a serious breach of the particular responsibilities of the member concerned (eg security clearance, safety, setting an example for others etc)

- Any member who is retained goes on the prescribed Urinalysis Program (UP) for a minimum of 12 months (testing no less than every 30 days for first 3 months, then no less than every 3 months). Obviously if someone tests positive again, they are reissued a second NTSC and are usually discharged (though there could be a case where a member tests positive a second time due to residual traces of the drug metabolite in the system and they could still be retained so long as the levels are going down - ie THC can take 3 months to disappear from the system).

SENATE ESTIMATES BRIEF

DRUGS AND DRUG TESTING IN THE NAVY

Key Facts

<ul style="list-style-type: none"> Navy reports drug testing statistics quarterly. 	<ul style="list-style-type: none"> Positive Drug Test results have decreased from 2.28% in FY08/09 to 0.68% for FY12/13 (to 31 Dec 12)
---	--

Key Issues

- There is no evidence of a widespread culture of drug use in the RAN.
- During FY12/13 (1 Jul – 31 Dec 12) Navy has conducted 2236 PTSP tests yielding 22 Positive results. The number of personnel testing positive was 15 (with five members returning multiple positive tests). The rate of positive return is therefore **0.68%**.

FY Year	Total Tests	No. of members Testing Positive	% Tested Positive
FY 09/10	3549	42	1.18%
FY10/11	3640	27	0.74%
FY11/12	4858	37	0.76%
FY 12/13	2236	15*	0.68%

- There is an overall continuing decline in the rate of positive test results from the PSTP program. This decline reflects the value of the PSTP program as a deterrent and the positive impact of Navy Cultural change. Cultural change can be attributed to initiatives such as NGN, Signature Behaviours reporting and the RAN Alcohol and Other Drugs Program (RANAODP)

Way Ahead

- PSTP testing commenced in 2005. As at 31 Dec 2012, an overall total of 301 PSTPs have returned positive results. At 31 Dec 12 a total of 199 personnel have been discharged, 3 discharged medically unfit and 82 have been retained. 15 personnel are awaiting administrative action or outcomes of NTSC. Differences in the discharged/retained data can be attributed to personnel testing positive on more than one test (or personnel discharging at own request prior to being discharged for drug use). The table below provides data up to FY11/12 (30 Jun 12).

- Navy is currently working with JHC, Army and RAAF to develop an ADF data management system for the collection of PSTP and RBT data. It is expected that a new system will be ready for trial by the end of 2013.
- Based on existing and historical data and a review of PMKeys the following discharges/retentions for personnel testing positive to PSTP test are:

Year	Number Discharged	Number Retained	Discharged MUNS
2005/6	37	1	2
2006/7	46	15	
2007/8	35	16	
2008/9	23	19	
2009/10	19	19	
2010/11	17	6	
2011/12	19	6	
2012/13	Pending	Outcomes	

- All members who return a positive drug test are issued with a Notice to Show Cause (NTSC) for discharge, Retention Not in the Interest of the Navy (RNIN). Commanding Officers use the guidelines laid out in DI(N)Pers 13-1 when considering NTSC responses. Personnel who are retained are automatically placed on a prescribed urinalysis program (UP) for a minimum of 12 months.
- Under Navy's Prohibited Substance Testing Program 25 percent of Navy members are tested each financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings and Fridays after pay days.

AUTHORISED BY:
 VADM R. Griggs, RAN
 Chief of Navy

Date: February 2013

CONTACT OFFICER:
 CDRE P. Laver RAN
 Director General Navy People

Date: February 2013

SENATE ESTIMATES BRIEF

DRUGS AND DRUG TESTING IN THE NAVY

Key Facts

Less than 1% of personnel tested for prohibited substance use return a positive result.	Navy is working with JHC, Army and Airforce to improve PSTP data recording and reporting processes as part of the ADF Alcohol Management Strategy project
---	---

Key Issues

- There is no evidence of a widespread culture of drug use in the RAN.
- During FY12/13 (1 Jul – 31 Mar 13) Navy has conducted (3469) PTSP tests yielding (32) Positive results. The number of personnel testing positive was (26) with six of those members returning multiple positive tests. The rate of positive return is therefore (32/3469) 0.75%.

1

FY Year	Total Tests	No. of members Testing Positive	% Tested Positive
FY 09/10	3549	42	1.18%
FY10/11	3640	27	0.74%
FY11/12	4858	37	0.76%
FY 12/13	3469	26*	0.75%

- The rate of positive test results from the PSTP program have remained at less than 1% for the past three years. The PSTP program is a valuable deterrent against illicit drug use and an excellent program for identifying personnel who are at risk and require assistance in the workplace.

¹ Total number of positive tests is 32. Total number of people testing positive is 26. Of those 26, 6 returned two positive returns. 26 plus 6 equals 32 total positive tests. 32/3469 is 0.75%

Way Ahead

- Navy is currently working with JHC, Army and RAAF to develop an ADF data management system for the collection of PSTP and RBT data. It is expected that a new data management system will be ready for trial by the end of 2013.
- PSTP testing commenced in 2005. At 31 Mar 13 a total of 204 personnel have been discharged RNIN for illicit drug use.

RAN Personnel Discharged/Retained/MUNS 1 Jul 2005 to 31 Mar 13

Year	Number Discharged	Number Retained	MUNS
2005/6	37	1	2
2006/7	46	15	
2007/8	35	16	
2008/9	23	19	
2009/10	19	19	
2010/11	17	6	
2011/12	22	7	
2012/13 (to 31 Mar 13)	5 (19 pending)	0	

- All members who return a positive drug test are issued with a Notice to Show Cause (NTSC) for discharge, Retention Not in the Interest of the Navy (RNIN). Commanding Officers use the guidelines laid out in DI(N)Pers 13-1 when considering NTSC responses. Personnel who are retained are automatically placed on a prescribed urinalysis program (UP) for a minimum of 12 months.
- Under Navy’s Prohibited Substance Testing Program at least 25 percent of Navy members are tested each financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings Fridays after pay days and after extended leave periods.

AUTHORISED BY:
VADM R. Griggs, RAN
Chief of Navy
People

Date: May 2013

CONTACT OFFICER:
CDRE P. G. Laver RAN
Director General Navy

Date: May 2013

BACKGROUND ON SYNTHETIC CANNABINOIDS

- Synthetic Cannabinoids are included in the CDF list of prohibited substances in the ADF. Testing for Synthetic Cannabinoids has been incorporated into the ADF Prohibited Substance Testing Program. As a minimum, 10% of all PSTP tests will be selected for additional testing against the Synthetic Cannabis assays.
- Information on Synthetic Cannabinoids has been incorporated into RAN Alcohol and Drug Presentations.
- Synthetic Cannabinoids are marketed under names such as Spice, Kronik, Voodoo, Karma, Kaos, Northern Lights and K2.
- Reported side effects are Perception Disorder, elevated blood pressure, hallucinations, nausea and vomiting, agitation, seizures and psychosis.
- Synthetic Cannabinoids are illegal in Australia
- Manufacturing of the substances occurs in countries where the product and /or ingredients are legal; therefore, the products will continue to be available in overseas ports and possibly for illegal purchase over the internet.
- Smokers use the same or similar products use in the smoking of marijuana.

BACKGROUND ON SYNTHETIC STIMULANTS “BATH SALTS”

- '*Bath Salts*' are a synthetic product with an appearance that resembles legal bathing products like epsom salts. *Bath Salts* are designed to mimic the effects of methamphetamines and cocaine. They are considered to be an analog of other illegal substances and can be controlled under laws similar to the Federal Analog Act.
- In Nov 12, several police raids were conducted in Queensland and large quantities of synthetic amphetamines (*Bath Salts*) were seized. During late 2012 there were several highly publicised incidents of *Bath Salts* use reported in Queensland.
- The effects of synthetic methamphetamine/cocaine use include: panic attacks, paranoia, psychosis, violence, agitation, hallucinations, increase in body temperature and confusion. The effects of use can last several days and have been reported to have caused deaths in the UK and USA.
- Street names for *Bath Salts* include: "Hoe", "Slut", "Slapa" and "Minga" the product can be smoked (though a pipe) or injected.
- To date there have been no known cases of use in the RAN.
- Information on “Bath Salts” has been included in the RAN AOD Annual Awareness presentation and is covered in the RANAOD Alcohol and Drug Awareness Course and the CERT IV Alcohol and Drug Program Advisor’s Course.

CAN WE TEST FOR SYNTHETIC STIMULANTS?

- Navy currently tests for stimulants under the Prohibited Substance Testing Program, and through targeted testing for suspected prohibited substance use.
- Advice from the National Measurements Institute is that when a urine sample is tested for stimulant metabolites, metabolites for synthetic stimulants are likely to be detected. The NMI works closely with the Federal Forensic Laboratories and with customs to develop screening for all new variants of drugs that are seized through customs. In the case of synthetic stimulants, assays are added to the general stimulant testing suite.

CN Brief No 166

SENATE ESTIMATES BRIEF

DRUG TESTING POLICY AND STATISTICS

Key Facts

<ul style="list-style-type: none"> • PSTP data is reviewed quarterly. This report reflects testing to 30 Jun 13. Third Quarter Data (to 30 Sep 13) will be available on 11 October 13. • Less than 1% of personnel tested for prohibited substance use return a positive result. 	<ul style="list-style-type: none"> • Navy is working with JHC, Army and Airforce to improve PSTP data recording and reporting processes as part of the ADF Alcohol Management Strategy project
--	---

Key Issues

- There is no evidence of a widespread culture of drug use in the RAN.
- During FY12/13 (to 30 June 13) Navy conducted (4676) PTSP tests yielding (38) Positive results. The number of personnel testing positive was (31) with seven of those members returning multiple positive tests. The rate of positive return is therefore (31/4676) 0.66%.¹

FY Year	Total Tests	No. of members Testing Positive	% Tested Positive
FY 09/10	3549	42	1.18%
FY10/11	3640	27	0.74%
FY11/12	4858	37	0.76%
FY 12/13	4676	31*	0.66%

¹ Total number of positive tests is 38. Total number of people testing positive is 31. Of those 31, 7 returned two positive returns. 31 plus 7 equals 38 total positive tests. Percentage of personnel testing positive is 31/4676 (0.66%). This figure is (1) less than the NCC data report due to a member having their test result reversed.

- The rate of positive test results from the PSTP program have remained at less than 1% for the past three years. The PSTP program is a valuable deterrent against illicit drug use and an excellent program for identifying personnel who are at risk and require assistance in the workplace.

Way Ahead

- Navy is currently working with JHC, Army and RAAF to refine the ADF data management system for the collection of PSTP data. Navy has updated the PSTP data collection spreadsheets to use the same format as Army and Airforce.
- PSTP testing commenced in 2005. At 30 Jun 13 a total of 214 Navy personnel have been discharged RNIN for illicit drug use.

RAN Personnel Discharged/Retained/MUNS 1 Jul 2005 to 30 Jun 13

Year	Number Discharged	Number Retained	MUNS
2005/6	37	1	2
2006/7	46	15	
2007/8	35	16	
2008/9	23	19	
2009/10	19	19	
2010/11	17	6	
2011/12	22	7	
2012/13	15 (16 pending)	0	

- All members who return a positive drug test are issued with a Notice to Show Cause (NTSC) for discharge, Retention Not in the Interest of the Navy (RNIN). Commanding Officers use the guidelines laid out in DI(N)Pers 13-1 when considering NTSC responses. Personnel who are retained are automatically placed on a prescribed urinalysis program (UP) for a minimum of 12 months.

- Under Navy's Prohibited Substance Testing Program a minimum of 25 percent of Navy's positions are tested each financial year. Navy has aggressively taken up the testing regime in a bid to deter drug use and identify any member who is endangering others through drug use. Prohibited Substance Testing Program tests are conducted regularly and at times when detection is most likely such as Monday mornings Fridays after pay days and after extended leave periods.

AUTHORISED BY:

CDRE P.G. Laver, RAN
Director General Navy People
Date: August 2013

CONTACT OFFICER:

CAPT C. A. Clarke, RAN
Director Navy People Policy
Date: August 2013

CONSULTED WITH:

PSTP-N Coord CPO J. Monaghan
DNAODS CMDR D. Byrne

BACKGROUND ON SYNTHETIC CANNABINOIDS

- Synthetic Cannabinoids are included in the CDF list of prohibited substances in the ADF. Testing for Synthetic Cannabinoids has been incorporated into the ADF Prohibited Substance Testing Program. As a minimum, 10% of all PSTP tests will be selected for additional testing against the Synthetic Cannabis assays.
- Information on Synthetic Cannabinoids has been incorporated into RAN Alcohol and Drug Presentations.
- Synthetic Cannabinoids are marketed under names such as Spice, Kronic, Voodoo, Karma, Kaos, Northern Lights and K2.
- Reported side effects are Perception Disorder, elevated blood pressure, hallucinations, nausea and vomiting, agitation, seizures and psychosis.
- Synthetic Cannabinoids are freely available in Australia; however they are listed on the Poisons Act.
- Manufacturing of the substances occurs in countries where the product and /or ingredients are legal; therefore, the products will continue to be available in both Australia, overseas ports for purchase over the internet.
- Smokers use the same or similar implements as used in the smoking of marijuana.

BACKGROUND ON SYNTHETIC STIMULANTS “BATH SALTS”

- '*Bath Salts*' are a synthetic product with an appearance that resembles legal bathing products like epsom salts. *Bath Salts* are designed to mimic the effects of methamphetamines and cocaine. They are considered to be an analog of other illegal substances and can be controlled under laws similar to the Federal Analog Act.
- In Nov 12, several police raids were conducted in Queensland and large quantities of synthetic amphetamines (*Bath Salts*) were seized. During late 2012 there were several highly publicised incidents of *Bath Salts* use reported in Queensland.
- The effects of synthetic methamphetamine/cocaine use include: panic attacks, paranoia, psychosis, violence, agitation, hallucinations, increase in body temperature and confusion. The effects of use can last several days and have, in the UK and USA, been reported to have caused deaths. Such reporting is presumptive although it is reasonable to say that they were contributing factors.
- Street names for *Bath Salts* include: "Hoe", "Slut", "Slapa" and "Minga" the product can be smoked (though a pipe) or injected.
- To date there have been no cases of synthetic stimulant use in the RAN revealed through the Prohibited Substance Testing Program process.
- Information on “Bath Salts” has been included in the RAN AOD Annual Awareness presentation and is covered in the RANAOD Alcohol and Drug

CAN WE TEST FOR SYNTHETIC STIMULANTS?

- Navy currently tests for stimulants under the Prohibited Substance Testing Program, and through targeted testing for suspected prohibited substance use.
- Advice from the National Measurements Institute is that when a urine sample is tested for stimulant metabolites, metabolites for synthetic stimulants are likely to be detected. The NMI works closely with the Federal Forensic Laboratories and with customs to develop screening for new variants of drugs that are seized through customs. In the case of synthetic stimulants, assays are added to the general stimulant testing suite.
- In order to test for synthetic stimulants a targeted test would be necessary as it is not addressing the 'usual suite' of substances analysed in the 'normal' analysis.

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

Key Facts

<ul style="list-style-type: none">• All incidents of drug detection involving Navy personnel will be subject to administrative or disciplinary action.• Personnel involved with drugs will have their retention reviewed.	<ul style="list-style-type: none">• Strong actions are taken to ensure the safety, health and well-being of Navy members.
--	---

Key Issues

- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- In accordance with Defence policy, a member who claims drink or food spiking or unintended consumption of a prohibited substance before receiving notification that they will be tested will not be subject to the termination process. They may be subject to target testing. The member must seek medical assistance, report to the Officer of the Day and report the incident to State or Territory Police. If a member claims drink or food spiking or unintended consumption of a prohibited substance after receiving notification that they will be tested, they will still be the subject of PSTP and will be given an opportunity to provide evidence in support of their claim through the administrative process.
- Individuals may self-refer for prohibited substance use to seek professional assistance. This is a once only opportunity and the member must agree to submit to targeted testing as required in the future, to undergo prohibited substance education and to abstain from further use. If the member has had no other prohibited substance related civil or Defence convictions, investigations or administrative action, adverse action in relation to their

self-referral will only be taken if they are assessed as substance dependent, or fail to demonstrate abstinence from future use.

- Members have the ability to redress a termination decision. However in the case of PSTP, the member will be automatically discharged three months after the termination decision is made in accordance with the Defence Act. In the event a person is discharged and their redress of grievance has not been finalised, the redress will be processed to completion with the individual as a civilian.
- The figures for the Financial Year 2010/2011 (1 July 2010 to 30 June 2011) are as follows for testing under the PSTP regime:
 - 24 personnel tested positive to prohibited substances, out of 5166 tests conducted.
 - 8 personnel were discharged in FY 10/11, 9 discharged in FY 11/12 and 1 in FY12/13.
 - 6 personnel were retained; 1 member was reduced in rank and 5 personnel received Formal Warnings.
- The figures for the Financial Year 2011/2012 (1 July 2011 to 30 June 2012) are as follows for testing under the PSTP regime:
 - 29 personnel tested positive to prohibited substances, out of 4851 tests conducted.
 - 3 personnel were discharged in FY 11/12 and 18 in FY 12/13.
 - 7 personnel were retained and all received Formal Warnings.
 - 1 member discharged via the Medical Employment Classification Review Board prior to the PSTP termination decision.
- The figures for the Financial Year 2012/2013 (1 July 2012 to 30 June 2013) are as follows for testing under the PSTP regime:
 - 31 personnel tested positive to prohibited substances, out of 4669 tests conducted.
 - 14 personnel were discharged in FY 12/13 and 11 in FY 13/14.
 - 3 personnel were retained; 1 was reduced in rank and 2 received Formal Warnings.

- 2 members discharged were discharged via the Medical employment Classification Review Board prior to the PSTP termination decision.
- 3 cases are pending decision; including 1 Redress of Grievance.
- The figures for the Financial Year 2013/2014 (01 July 2013 – 31 December 2013) are as follows for testing under the PSTP regime:
 - 8 personnel tested positive to prohibited substances, out of 1938 tests conduct.
 - 3 personnel discharged.
 - 1 person was discharged in absence and 1 person resigned prior to the PSTP Termination decision.
 - 5 cases are pending decision.

Way Ahead

- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.

AUTHORISED BY:
RADM T.W. Barrett
Commander Australian Fleet
Date: 23 Jan 14

CONTACT OFFICER:
CDRE Partridge
COMSPT
Date: 23 Jan 14

CONSULTED WITH:
PSTP-N Coord CPO J. Monaghan DNAODS CMDR D. Byrne
FLEET POC: CDRE Partridge (COMSPT) / CMDR Cunningham (CFPS)

BACKGROUND - PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2010/2011	FY 2011/2012	FY 2012/2013	FY 2013/2014
<u>Personnel Tested</u>	5166	4851	4669	1938
Positive Test Results (people)	24 people	29 people	31 people	8 people
Percentage	0.47%	0.60%	0.66%	0.41%
<u>Terminations/Discharges</u>				
Personnel discharged	18	21	23	2
Discharged (Other)	0	1	2	2
Retained	6	7	3	0
Pending	0	0	3	5
Percentage retained	25%	24.1%	9.7%	0
<u>Administrative Sanction</u>				
Reduction-in-rank	1	0	1	0
PSTP Warning	5	7	2	0

SENATE ESTIMATES BRIEF

RAN ALCOHOL AND DRUGS PREVENTATIVE INITIATIVES

Key Facts

<ul style="list-style-type: none">• The RAN Alcohol and Drug Program is working with Joint Health Command and representatives from Army and Navy to implement the ADF Alcohol Management Strategy.	<ul style="list-style-type: none">• Navy mandates that all personnel undertake annual Alcohol and Drug awareness training.• AOD awareness training is also including in ab-initio and leadership training for all RAN personnel.
--	---

Key Issues

- **Alcohol and Drug Testing:** Navy has a range of proactive initiatives in place to educate trainees on ADF drug and alcohol policy and how it is enforced. Navy also implements a rigorous regime of targeted and random alcohol and drug testing. Testing for synthetic Cannabinoids has been incorporated into routine prohibited substance testing.
- **ADF Alcohol Management Strategy (ADFAMS):** ADFAMS has developed:
 - A statement of alcohol behaviours expectations (ABES)
 - An alcohol management guide for leaders, and
 - Guidelines for an ADF hospitality management program
- ADFAMS deliverables will be fundamental tools and resources to enhance existing alcohol harm reduction initiatives of both the RAN Alcohol and Drug Program, Service cultural change programs and the ADF ATODs program.
- The RANAODP has incorporated key messages from the Leaders Guide into existing Leadership and Management AOD

- The *ADF Alcohol Management Strategy and Plan 2014-17* and *Event Management Guide* will be incorporated into the RAN Alcohol Harm Reduction Matrix once the ADF policy is released (consultation due to end Mar 14). This will provide clearer guidance to Commanders and supervisors for hosting events incorporating alcohol harm-reduction strategies.

Way Ahead

- The RANAODP will continue to promote ADF alcohol and drug policy through education and enforcement.
- The Navy will continue to support Life Education through participation in October and alcohol awareness raising practices such as Annual Awareness presentations and Divisional Meeting presentations.
- The RANAODP, in conjunction with JHC and the Australian Drug Foundation will implement the ADFAMS throughout 2014-17.

AUTHORISED BY:
CAPT J.J Cowan, RAN
A/Director General Navy People
Date: 24 Jan 2014

CONTACT OFFICER:
CAPT C. A. Clarke, RAN
Director Navy People Policy
Date: 24 Jan 2014

CONSULTED WITH:
CMDR Byrne DNAODS

BACKGROUND ON SYNTHETIC CANNABINOIDS

- Synthetic Cannabinoids have been added to the CDF list of prohibited substances in the ADF. Testing for Synthetic Cannabinoids has been incorporated into the ADF Prohibited Substance Testing Program. As a minimum, 10% of all PSTP tests are tested against the Synthetic Cannabis assays.
- Information on Synthetic Cannabinoids has been incorporated into RAN Alcohol and Drug Presentations.
- Synthetic Cannabinoids are marketed under names such as Spice, Kronic, Voodoo, Karma, Kaos, Northern Lights and K2.
- Synthetic cannabinoids target similar receptors in the brain as Cannabis and are recreationally ingested for the purpose of intoxication.
- Reported side effects are Perception Disorder, elevated blood pressure, hallucinations, nausea and vomiting, agitation, seizures and psychosis.
- Synthetic Cannabinoids are listed in the Poisons Act in Australia, however at this time are not listed as illegal, merely 'Not for Human Consumption.'
- Manufacturing of the substances occurs in countries where the product and /or ingredients are legal; therefore, the products will continue to be available in overseas ports and possibly for purchase over the internet.
- Smokers use the same or similar implements used in the smoking of marijuana.

BACKGROUND ON SYNTHETIC STIMULANTS “BATH SALTS”

- '*Bath Salts*' are a synthetic product with an appearance that resembles legal bathing products like epsom salts. *Bath Salts* are designed to mimic the effects of methamphetamines and cocaine. They are considered to be an analog of other illegal substances and can be controlled under laws similar to the Federal Analog Act.
- In Nov 12, several police raids were conducted in Queensland and large quantities of synthetic amphetamines (*Bath Salts*) were seized.
- The effects of synthetic methamphetamine/cocaine use include: panic attacks, paranoia, psychosis, violence, agitation, hallucinations, increase in body temperature and confusion. The effects of use can last several days and have in the UK and USA been reported to have caused deaths. The actual cause of death in these cases cannot be confirmed as being attributed to synthetic stimulant use, however they have contributed to the outcome.
- Street names for *Bath Salts* include: "Hoe", "Slut", "Slapa" and "Minga" the product can be smoked (though a pipe) or injected.
- To date there have been no cases of use detected via the Prohibited Substance Testing Program.

- Information on “Bath Salts” has been included in the RAN AOD Annual Awareness presentation and is covered in the RANAOD Alcohol and Drug Awareness Course and the CERT IV Alcohol and Drug Program Advisor’s Course.
- Navy currently tests for stimulants (Amphetamines, Methamphetamines, Cocaine) under the Prohibited Substance Testing Program, and through both random and targeted testing for suspected prohibited substance use.
- Advice from the National Measurements Institute is that when a urine sample is tested for stimulant metabolites, metabolites for synthetic stimulants are likely to be detected as a matter of course, although are not tested for at this time.
- The NMI works closely with the Federal Forensic Laboratories and with customs to develop screening for all new variants of drugs that are seized through customs. In the case of synthetic stimulants, assays are added to the general stimulant testing suite.

SENATE ESTIMATES BRIEF

RAN ALCOHOL AND DRUGS PREVENTATIVE INITIATIVES

Key Facts

<ul style="list-style-type: none">• The RAN Alcohol and Drug Program is a work based, peer support program. The RANAODP is manned by 7 full time PN and Reserve Navy counsellors. The program is supported by a network of volunteer Alcohol and Drug Program advisors who hold a CERT IV in Alcohol & Drug and Mental Health work.	<ul style="list-style-type: none">• Navy mandates that all personnel undertake annual Alcohol and Drug awareness training.• AOD awareness training is also including in ab-initio and leadership training for all RAN personnel.• Navy conducts regular Random Breath Testing and Prohibited Substance Testing
---	--

Key Issues

- The RAN Alcohol and Drug Program (RANAODP) is a workplace peer support program designed to support Navy personnel who wish to address problematic drinking, drug use and/or gambling. The RANAODP is staffed by seven PN and Reserve Alcohol and Drug Program Counsellors (ADPCs) and a team of volunteer PN Alcohol and Drug Program Advisors (ADPAs).
- ADPAs provide front line assessment and intervention for RAN personnel who have been involved in an alcohol related incident (ie RBT, DUI, DFDA, behavioural or performance issue linked to alcohol misuse/abuse) ADPAs provide workplace intervention and education and refer to the ADPC for members requiring additional intervention and support.
- ADPCs provide more intensive intervention and treatment options for RAN personnel who have been assessed as problematic drinkers. They provide on-on-one motivational counselling, deliver outpatient treatment services, provide education, and also provide referral

- Alcohol and Drug Testing: Navy implements a rigorous regime of targeted and random alcohol and drug testing. Testing for synthetic Cannabinoids has been incorporated into routine prohibited substance testing.
- The Navy has incorporated the ADF Alcohol Management Strategy (ADFAMS) into the RAN Alcohol and Drug Program. The key components of the ADFAMS are:
 - The ADF Alcohol Behaviours Expectations Statement (ABES)
 - The ADF Leaders Guide on alcohol management, and
 - The ADF Event Management Guide (for harm reduction related to service and consumption of alcohol at events)

Way Ahead

- The RANAODP will continue to promote alcohol harm minimisation and ADF alcohol and drug policy through education, intervention and enforcement of administrative outlined in DI(G)PERS 15-1.
- The Navy will continue to promote healthy lifestyle choices by supporting events such as the Life Education October campaign and by continually promoting harm reduction awareness through Annual Awareness presentations and Divisional Meeting presentations.
- The RANAODP, in conjunction with JHC and the Australian Drug Foundation will implement the ADFAMS throughout 2014-17.

AUTHORISED BY:
CMDR P LAVER RAN
Director General Navy People
Date: Mar 2014

CONTACT OFFICER:
CAPT C. A. Clarke, RAN
Director Navy People Policy
Date: Mar 2014

CONSULTED WITH:
CMDR Byrne DNAODS

BACKGROUND ON SYNTHETIC CANNABINOIDS

- Synthetic Cannabinoids have been added to the CDF list of prohibited substances in the ADF. Testing for Synthetic Cannabinoids has been incorporated into the ADF Prohibited Substance Testing Program. As a minimum, 10% of all PSTP tests are tested against the Synthetic Cannabis assays.
- Information on Synthetic Cannabinoids has been incorporated into RAN Alcohol and Drug Presentations.
- Synthetic Cannabinoids are marketed under names such as Spice, Kronic, Voodoo, Karma, Kaos, Northern Lights and K2.
- Synthetic cannabinoids target similar receptors in the brain as Cannabis and are recreationally ingested for the purpose of intoxication.
- Reported side effects are Perception Disorder, elevated blood pressure, hallucinations, nausea and vomiting, agitation, seizures and psychosis.
- Synthetic Cannabinoids are listed in the Poisons Act in Australia, however at this time are not listed as illegal, merely 'Not for Human Consumption.'
- Manufacturing of the substances occurs in countries where the product and /or ingredients are legal; therefore, the products will continue to be available in overseas ports and possibly for purchase over the internet.
- Smokers use the same or similar implements used in the smoking of marijuana.

BACKGROUND ON SYNTHETIC STIMULANTS “BATH SALTS”

- '*Bath Salts*' are a synthetic product with an appearance that resembles legal bathing products like epsom salts. *Bath Salts* are designed to mimic the effects of methamphetamines and cocaine. They are considered to be an analog of other illegal substances and can be controlled under laws similar to the Federal Analog Act.
- In Nov 12, several police raids were conducted in Queensland and large quantities of synthetic amphetamines (*Bath Salts*) were seized.
- The effects of synthetic methamphetamine/cocaine use include: panic attacks, paranoia, psychosis, violence, agitation, hallucinations, increase in body temperature and confusion. The effects of use can last several days and have in the UK and USA been reported to have caused deaths. The actual cause of death in these cases cannot be confirmed as being attributed to synthetic stimulant use, however they have contributed to the outcome.
- Street names for *Bath Salts* include: "Hoe", "Slut", "Slapa" and "Minga" the product can be smoked (though a pipe) or injected.
- To date there have been no cases of use detected via the Prohibited Substance Testing Program.

- Information on “Bath Salts” has been included in the RAN AOD Annual Awareness presentation and is covered in the RANAOD Alcohol and Drug Awareness Course and the CERT IV Alcohol and Drug Program Advisor’s Course.
- Navy currently tests for stimulants (Amphetamines, Methamphetamines, Cocaine) under the Prohibited Substance Testing Program, and through both random and targeted testing for suspected prohibited substance use.
- Advice from the National Measurements Institute is that when a urine sample is tested for stimulant metabolites, metabolites for synthetic stimulants are likely to be detected as a matter of course, although are not tested for at this time.
- The NMI works closely with the Federal Forensic Laboratories and with customs to develop screening for all new variants of drugs that are seized through customs. In the case of synthetic stimulants, assays are added to the general stimulant testing suite.

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

Key Facts

<ul style="list-style-type: none">• All incidents of drug detection involving Navy personnel will be subject to administrative or disciplinary action.• Personnel involved with drugs will have their retention reviewed.	<ul style="list-style-type: none">• Strong actions are taken to ensure the safety, health and well-being of Navy members.
--	---

Key Issues

- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- In accordance with Defence policy, a member who claims drink or food spiking or unintended consumption of a prohibited substance before receiving notification that they will be tested will not be subject to the termination process. They may be subject to target testing. The member must seek medical assistance, report to the Officer of the Day and report the incident to State or Territory Police. If a member claims drink or food spiking or unintended consumption of a prohibited substance after receiving notification that they will be tested, they will still be the subject of PSTP and will be given an opportunity to provide evidence in support of their claim through the administrative process.
- Individuals may self-refer for prohibited substance use to seek professional assistance. This is a once only opportunity and the member must agree to submit to targeted testing as required in the future, to undergo prohibited substance education and to abstain from further use. If the member has had no other prohibited substance related civil or Defence convictions, investigations or administrative action, adverse action in relation to their

self-referral will only be taken if they are assessed as substance dependent, or fail to demonstrate abstinence from future use.

- Members have the ability to redress a termination decision. However in the case of PSTP, the member will be automatically discharged three months after the termination decision is made in accordance with the Defence Act. In the event a person is discharged and their redress of grievance has not been finalised, the redress will be processed to completion with the individual as a civilian.
- PSTP came into effect in 2009. Prior to this time only targeted testing was conducted. Only the figures pertaining to PSTP are included in this report, as prior figures are not comparable.
- The figures for the Financial Year 2009/2010 (1 Jul 2009 to 30 June 2010) are as follows for testing under the PSTP regime:
 - 38 personnel tested positive to prohibited substances, out of 3549 tests conducted.
 - 23 personnel were discharged in FY 09/10.
 - 15 personnel were retained; one member was reduced in rank and 14 personnel received Formal Warnings.
- The figures for the Financial Year 2010/2011 (1 July 2010 to 30 June 2011) are as follows for testing under the PSTP regime:
 - 24 personnel tested positive to prohibited substances, out of 5166 tests conducted.
 - 18 personnel were discharged. Of this figure eight personnel were discharged in FY 10/11, nine discharged in FY 11/12 and one in FY12/13.
 - Six personnel were retained. Of this figure one member was reduced in rank and five personnel received Formal Warnings.
- The figures for the Financial Year 2011/2012 (1 July 2011 to 30 June 2012) are as follows for testing under the PSTP regime:
 - 29 personnel tested positive to prohibited substances, out of 4851 tests conducted.

- 22 personnel were discharged. Of this figure three personnel were discharged in FY 11/12 and 19 in FY 12/13. This figure includes one person who was discharged via the Medical Employment Classification Review Board prior to the PSTP Termination decision.
- Seven personnel were retained and all received Formal Warnings.
- The figures for the Financial Year 2012/2013 (1 July 2012 to 30 June 2013) are as follows for testing under the PSTP regime:
 - 31 personnel tested positive to prohibited substances, out of 4669 tests conducted.
 - 28 personnel were discharged. Of this figure 14 personnel were discharged in FY 12/13 and 14 in FY 13/14. This figure includes two members who were discharged via the Medical Employment Classification Board prior to the PSTP decision.
 - Three personnel were retained. Of this figure one was reduced in rank and two received Formal Warnings.
- The figures for the Financial Year 2013/2014 (01 July 2013 – 19 May 2014) are as follows for testing under the PSTP regime:
 - 12 personnel have tested positive to prohibited substances, out of 3363 tests conducted.
 - Eight personnel have been discharged. This figure includes one person who was discharged via an administrative termination due to unacceptable alcohol related behaviour, prior to a decision being made on their PSTP termination.
 - Three personnel have been retained. Two personnel were retained following their test result being disregarded. This includes one after proving it was caused by the use of over the counter medication following instruction from an authorised Medical Officer, the other by providing a valid prescription from an authorised Medical Officer. A third member was retained as the positive test was a result of self referral following suspected food spiking. This test result is also formally disregarded however the member will be target tested for 12 months with no adverse Administrative Sanction imposed.
 - One case is pending decision.

Way Ahead

- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.

AUTHORISED BY:

CDRE JD Mead
Acting Commander Australian Fleet
Date: May 2014

CONTACT OFFICER:

CDRE AS Partridge
Chief of Staff – Fleet Command
Date: May 2014

CONSULTED WITH:

A/PSTP-N Coord LS Shapiro
FLEET POC: CDRE Partridge (COS-FC) / CMDR Cunningham (CFPS)

BACKGROUND - PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2009/2010	FY 2010/2011	FY 2011/2012	FY 2012/2013	FY 2013/2014
<u>Personnel Tested</u>	3549	5166	4851	4669	3363
Positive Test Results (people)	38 people	24 people	29 people	31 people	12 people
Percentage	1.18%	0.47%	0.60%	0.66%	0.35%
<u>Terminations/Discharges</u>					
Personnel discharged	23	18	21	26	7
Discharged (Other)	0	0	1	2	1
Retained	15	6	7	3	3
Pending	0	0	0	0	1
Percentage retained	39.5%	25%	24.1%	9.7%	25.0%
<u>Administrative Sanction</u>					
Reduction-in-rank	1	1	0	1	0
PSTP Warning	14	5	7	2	0

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

Key Facts

<ul style="list-style-type: none">• All incidents of drug detection involving Navy personnel will be subject to administrative or disciplinary action.• Personnel involved with drugs will have their retention reviewed.	<ul style="list-style-type: none">• Strong actions are taken to ensure the safety, health and well-being of Navy members.
--	---

Key Issues

- The Prohibited Substance Testing Program (PSTP) is an administrative process separate to any action that might take place under the Defence Force Discipline Act in relation to the use of a prohibited substance.
- Navy takes any involvement with prohibited substances very seriously. Personnel found to be involved with prohibited substances will in almost every case be issued with a Notice for the termination of their Service.
- In accordance with Defence policy, a member who claims drink or food spiking or unintended consumption of a prohibited substance before receiving notification that they will be tested will not be subject to the termination process. They may be subject to target testing. The member must seek medical assistance, report to the Officer of the Day and report the incident to State or Territory Police. If a member claims drink or food spiking or unintended consumption of a prohibited substance after receiving notification that they will be tested, they will still be the subject of PSTP and will be given an opportunity to provide evidence in support of their claim through the administrative process.
- Individuals may self-refer for prohibited substance use to seek professional assistance. This is a once only opportunity and the member must agree to submit to targeted testing as required in the future, to undergo prohibited substance education and to abstain from further use. If the member has had no other prohibited substance related civil or Defence convictions, investigations or administrative action, adverse action in relation to their

self-referral will only be taken if they are assessed as substance dependent, or fail to demonstrate abstinence from future use.

- Members have the ability to redress a termination decision. However in the case of PSTP, the member will be automatically discharged three months after the termination decision is made in accordance with the Defence Act. In the event a person is discharged and their redress of grievance has not been finalised, the redress will be processed to completion with the individual as a civilian.
- PSTP came into effect in 2009. Prior to this time only targeted testing was conducted. Only the figures pertaining to PSTP are included in this report, as prior figures are not comparable.
- The figures for the Financial Year 2009/2010 (1 Jul 2009 to 30 June 2010) are as follows for testing under the PSTP regime:
 - 38 personnel tested positive to prohibited substances, out of 3549 tests conducted.
 - 23 personnel were discharged in FY 09/10.
 - 15 personnel were retained; one member was reduced in rank and 14 personnel received Formal Warnings.
- The figures for the Financial Year 2010/2011 (1 July 2010 to 30 June 2011) are as follows for testing under the PSTP regime:
 - 24 personnel tested positive to prohibited substances, out of 5166 tests conducted.
 - 18 personnel were discharged. Of this figure eight personnel were discharged in FY 10/11, nine discharged in FY 11/12 and one in FY12/13.
 - Six personnel were retained. Of this figure one member was reduced in rank and five personnel received Formal Warnings.
- The figures for the Financial Year 2011/2012 (1 July 2011 to 30 June 2012) are as follows for testing under the PSTP regime:
 - 29 personnel tested positive to prohibited substances, out of 4851 tests conducted.

- 22 personnel were discharged. Of this figure three personnel were discharged in FY 11/12 and 19 in FY 12/13. This figure includes one person who was discharged via the Medical Employment Classification Review Board prior to the PSTP Termination decision.
- Seven personnel were retained and all received Formal Warnings.
- The figures for the Financial Year 2012/2013 (1 July 2012 to 30 June 2013) are as follows for testing under the PSTP regime:
 - 31 personnel tested positive to prohibited substances, out of 4669 tests conducted.
 - 28 personnel were discharged. Of this figure 14 personnel were discharged in FY 12/13 and 14 in FY 13/14. This figure includes two members who were discharged via the Medical Employment Classification Board prior to the PSTP decision.
 - Three personnel were retained. Of this figure one was reduced in rank and two received Formal Warnings.
- The figures for the Financial Year 2013/2014 (01 July 2013 – 19 May 2014) are as follows for testing under the PSTP regime:
 - 12 personnel have tested positive to prohibited substances, out of 3363 tests conducted.
 - Eight personnel have been discharged. This figure includes one person who was discharged via an administrative termination due to unacceptable alcohol related behaviour, prior to a decision being made on their PSTP termination.
 - Three personnel have been retained. Two personnel were retained following their test result being disregarded. This includes one after proving it was caused by the use of over the counter medication following instruction from an authorised Medical Officer, the other by providing a valid prescription from an authorised Medical Officer. A third member was retained as the positive test was a result of self referral following suspected food spiking. This test result is also formally disregarded however the member will be target tested for 12 months with no adverse Administrative Sanction imposed.
 - One case is pending decision.

Way Ahead

- The decision to retain a member following a positive drug test is made on the merits of each case. In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.

AUTHORISED BY:

CDRE JD Mead
Acting Commander Australian Fleet
Date: May 2014

CONTACT OFFICER:

CDRE AS Partridge
Chief of Staff – Fleet Command
Date: May 2014

CONSULTED WITH:

A/PSTP-N Coord LS Shapiro
FLEET POC: CDRE Partridge (COS-FC) / CMDR Cunningham (CFPS)

BACKGROUND - PROHIBITED SUBSTANCE TESTING PROGRAM

	FY 2009/2010	FY 2010/2011	FY 2011/2012	FY 2012/2013	FY 2013/2014
<u>Personnel Tested</u>	3549	5166	4851	4669	3363
Positive Test Results (people)	38 people	24 people	29 people	31 people	12 people
Percentage	1.18%	0.47%	0.60%	0.66%	0.35%
<u>Terminations/Discharges</u>					
Personnel discharged	23	18	21	26	7
Discharged (Other)	0	0	1	2	1
Retained	15	6	7	3	3
Pending	0	0	0	0	1
Percentage retained	39.5%	25%	24.1%	9.7%	25.0%
<u>Administrative Sanction</u>					
Reduction-in-rank	1	1	0	1	0
PSTP Warning	14	5	7	2	0

SENATE ESTIMATES BRIEF

RAN ALCOHOL AND DRUGS PREVENTATIVE INITIATIVES

Key Facts

<ul style="list-style-type: none">• The RAN Alcohol and Drug Program is a work based, peer support program. The RANAODP is manned by 7 full time PN and Reserve Navy counsellors. The program is supported by a network of volunteer Alcohol and Drug Program advisors who hold a CERT IV in Alcohol & Drug and Mental Health work.	<ul style="list-style-type: none">• Navy mandates that all personnel undertake annual Alcohol and Drug awareness training.• AOD awareness training is included in ab-initio and leadership training for all RAN personnel.• Navy conducts regular Random Breath Testing and Prohibited Substance Testing
---	--

Key Issues

- The RAN Alcohol and Drug Program (RANAODP) is a workplace peer support program designed to support Navy personnel who wish to address problematic drinking, drug use and/or gambling. The RANAODP is staffed by seven PN and Reserve Alcohol and Drug Program Counsellors (ADPCs) and a team of volunteer PN Alcohol and Drug Program Advisors (ADPAs).
- ADPAs provide front line assessment and intervention for RAN personnel who have been involved in an alcohol related incident (ie RBT, DUI, DFDA, behavioural or performance issue linked to alcohol misuse/abuse) ADPAs provide workplace intervention and education and refer to the ADPC for members requiring additional intervention and support.
- ADPCs provide more intensive intervention and treatment options for RAN personnel who have been assessed as problematic drinkers. They provide on-on-one motivational counselling, deliver outpatient treatment services, provide education, and also provide referral services to members requiring specialist care from medical officers and or psychological services.

- Alcohol and Drug Testing: Navy implements a rigorous regime of targeted and random alcohol and drug testing. Testing for synthetic Cannabinoids has been incorporated into routine prohibited substance testing.
- The Navy has incorporated the ADF Alcohol Management Strategy (ADFAMS) into the RAN Alcohol and Drug Program. The key components of the ADFAMS are:
 - The ADF Alcohol Behaviours Expectations Statement (ABES)
 - The ADF Leaders Guide on alcohol management, and
 - The ADF Event Management Guide (for harm reduction related to service and consumption of alcohol at events)
- Alcohol and Drug Awareness Training for supervisors is conducted on the Junior Officer's Leadership Course (JOLC) and on the Leading Seaman and Petty Officers Promotion Courses (LSPC and POPC). The ADAC is also conducted as a stand alone course and is available to all supervisors from the rank of LS and above. This course focuses on harm-reduction strategies and focuses on early workplace interventions and motivational interviewing for supervisors.
- The Defence Indigenous Development Program - Navy will incorporate the Keep Your Mates Safe (KYMS) module as a trial in the next intake. It is expected that this will become a formalised inclusion into the program as an alcohol harm-minimisation initiative.

Way Ahead

- The RANAODP will continue to promote alcohol harm minimisation and ADF alcohol and drug policy through education, intervention and enforcement of administrative outlined in DI(G)PERS 15-1.
- The Navy will continue to promote healthy lifestyle choices by supporting events such as the Life Education October campaign and by continually promoting harm reduction awareness through Annual Awareness presentations and Divisional Meeting presentations.

- RANAODP staff will continue to work with Joint Health Command to assist in the development of tri-service education and support programs for ADF members in the workplace and to improve referral and reporting processes from the workplace into Mental Health and Medical support systems.

AUTHORISED BY:
CMDR P LAVER RAN
Director General Navy People
Date: 25 Aug 2014

CONTACT OFFICER:
CAPT C. A. Clarke, RAN
Director Navy People Policy
Date: 25 Aug 2014

SENATE ESTIMATES BRIEF

NAVY DISCHARGES FOR DRUG OFFENCES

- Prohibited Substance Testing Program (PTSP) commenced in 2009. Prior to this time only targeted testing was conducted. Navy tests a minimum of 25% of its personnel for prohibited substances on an annual basis (IAW AFGOs 305.99)
 - The percentage of personnel who have tested positive has fluctuated since 2009. There was a marked decrease in positive test results in 10/11 and then a slow increase to 12/13.
 - The figures for the current FY to date (14 Oct 14) show a positive test result percentage consistent with previous years (0.063%).
 - 72% of personnel who tested positive between 2009 and Jun 2013 have been discharged.
 - The administrative process continues for two personnel who tested positive in FY13/14 and for all who tested positive so far this FY.

FY	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15 ¹
Personnel Tested	3549	5166	4851	4669	4337	1430
% of Total Navy Pers	25.01%	36.07%	34.7%	33.41%	30.6%	10.07%
Cost (@ \$7.23 / test)	\$25,659	\$37,350	\$35,073	\$33,757	\$31,357	\$10,338
Positive Test (people)	38	24	29	31	19	9
Percentage	1.07%	0.46%	0.60%	0.66%	0.44%	0.63%
Outcomes						
No Discharged / (%)	23 (61%)	18 (75%)	21 (72%)	26 (84%)	11 (58%)	0
Discharged (Other)²	0	0	1	2	2	0
Retained / (%)	15 (39%)	6 (25%)	7 (24%)	3 (10%)	4 (21%)	1
Pending	0	0	0	0	2	8
Reduction-in-rank	1	1	0	1	0	0
PSTP Warning	14	5	7	2	0	0

¹ FY 14/15 figures to 14 Oct 14

² Includes people discharged under other Admin action eg MECRB prior to discharge action, behavioural issues.

- PSTP is an administrative process separate to any action that might take place under the *Defence Force Discipline Act*.
 - A decision to retain a member following a positive drug test is made on the merits of each case.
 - In circumstances where personnel are retained, they will normally be subject to a regular testing regime and subject to an administrative sanction.
 - A number of personnel who have been retained tested positive due to prescribed medications or correct use of over the counter medication, and consideration could be given to excluding them from the overall statistics.

AUTHORISED BY:

RADM SC Mayer, CSC and Bar
Commander Australian Fleet
Date: 20 Oct 14

CONTACT OFFICER:

CDRE AS Partridge
Chief of Staff – Fleet Command
Date: 20 Oct 14

CONSULTED WITH:

A/PSTP-N Coord LS Shapiro
FHQ POC: CDRE Partridge (COS-FC) / CMDR Cunningham (CFPS)

Background

- In accordance with Defence policy, a member who claims drink or food spiking or unintended consumption of a prohibited substance before receiving notification that they will be tested will not be subject to the termination process. They may be subject to targeted testing. The member must seek medical assistance, report to the Officer of the Day and report the incident to State or Territory Police. If a member claims drink or food spiking or unintended consumption of a prohibited substance after receiving notification that they will be tested, they will still be the subject of PSTP and will be given an opportunity to provide evidence in support of their claim through the administrative process.
- Individuals may self-refer for prohibited substance use to seek professional assistance. This is a once only opportunity and the member must agree to submit to targeted testing as required in the future, to undergo prohibited substance education and to abstain from further use. If the member has had no other prohibited substance related civil or Defence convictions, investigations or administrative action, adverse action in relation to their self-referral will only be taken if they are assessed as substance dependent, or fail to demonstrate abstinence from future use.
- Members have the ability to redress a termination decision. However in the case of PSTP, the member will be automatically discharged three months after the termination decision is made in accordance with the Defence Act. In the event a person is discharged and their redress of grievance has not been finalised, the redress will be processed to completion with the individual as a civilian.
- FY 2013/14:
 - Eleven personnel have been discharged. Of this figure seven were discharged in FY 13/14, including one person who was discharged via an administrative termination due to unacceptable alcohol related behaviour, prior to a decision being made on their PSTP termination. Four people were discharged in FY 14/15.
 - Four personnel have been retained. Three were retained following their test result being disregarded. This includes one after proving it was caused by the use of over the counter medication following instruction from an authorised Medical Officer. The second by providing a valid prescription from an authorised Medical Officer. The third disregarded test was a member who tested positive for a prohibited substance, however due to the correct process not being adhered to in regards to the handling of the sample the test was disregarded. A fourth member was retained as the positive test was a result of self referral following suspected food spiking. This test result is also formally disregarded however the member will be target tested for 12 months with no adverse Administrative Sanction imposed. Zero members have been retained at the discretion of the Imposing Authority.
- FY 2014/15:
 - Nine personnel have tested positive to prohibited substances, out of 1430 tests conducted.
 - One member has been retained. They were retained as the positive test was a result of self referral following suspected drink spiking. This test result is formally disregarded however the member will be target tested for 12 months with no adverse Administrative Sanction imposed. Zero personnel have been retained at the discretion of the Imposing Authority.
 - Eight cases remain pending decision.

SENATE ESTIMATES BRIEF

RAN ALCOHOL AND DRUGS PREVENTATIVE INITIATIVES

- The RAN Alcohol and Drug Program (RANAODP) is a stepped care, peer support program designed to support Navy personnel who wish to address problematic drinking, drug use or other addictions.
 - RANAODP is staffed by five PN and two reserve counsellors (ADPCs) and a team of volunteer PN alcohol and drug program advisors (ADPAs).
- ADPAs provide front line assessment and early intervention for RAN personnel who have been involved in an alcohol related incident (ie RBT, DUI, DFDA, behavioural or performance issues linked to alcohol misuse/abuse). ADPAs provide workplace intervention and education and refer to the ADPC for members requiring additional intervention and support.
- ADPCs provide more intensive intervention and treatment options for RAN personnel who have been assessed as problematic drinkers. They provide one-on-one motivational counselling, deliver outpatient treatment services, provide education, and also provide referral services to members requiring specialist care from medical officers and or psychological services.
- Navy implements a rigorous regime of targeted and random alcohol and drug testing. Testing for synthetic Cannabinoids has been incorporated into routine prohibited substance testing.
- The RANAODP delivers key ADF Alcohol Management Strategy (ADFAMS) initiatives through ab-initio training and leadership development training.
- Navy has incorporated the ADF Keep Your Mates Safe (KYMS) module into the DIDP-Navy induction program as an alcohol harm-minimisation initiative.

Authorised by:

CDRE P. Laver

Director General Navy People

Date: 11 December 2014

Contact Officer:

CAPT C.A. Clarke

Director Navy Personnel Policy and Governance

Date: 11 December 2014