

# भारतीय विमानपत्तन प्राधिकरण

चौधरी चरण सिंह अंतर्राष्ट्रीय हवाईअड्डा, लखनऊ

सं. भा.वि.प्रा./एल.के./ए.टी.एम./-25/PSY1

दिनांक : 06/03/2023

## **NOTICE INVITING QUOTATIONS**

The Airport Director, Airports Authority of India, CCSI Airport, Lucknow, is in the process of engaging NABL/ NABH accredited labs for examination of Aviation personnel for consumption of Psychoactive Substances in compliance with the Civil Aviation Requirement (CAR) issued by the Director General of Civil Aviation on the subject (copy attached).

The following procedure shall be adhered to during Examination-

- 1) NABL/ NABH accredited labs to be engaged for this purpose should have technical capability and skilled manpower for collection of the samples, confirming validity of samples, maintaining its integrity, testing the requisite panel of drugs as prescribed in the DGCA CAR, ensuring Chain of Custody within the lab and for further confirmatory testing in the appointed confirmatory lab and preserving the samples. Sharing of samples/ subletting of work with other labs is strictly not permitted.
- 2) NABL/ NABH Lab selected for the purpose(henceforth called Laboratory) shall designate a sample collector, who will be employee of the laboratory, who is trained for collection of samples, maintaining its integrity, preservation and chain of custody as per Urine specimen collection procedure guidelines for detection of consumption of psychoactive substances.
- 3) The laboratory shall specify and ensure Chain of custody (CoC) procedure which will be used to document and handle specimen (required for conducting of tests) from the time the aviation personnel donates the specimen to the collector until the specimen is destroyed or stored, hence assuring its integrity and traceability back to the aviation personnel.
- 4) Confirmatory Test Method as per DGCA CAR: Confirmatory test utilizes high complexity instrumentation that yields a definite and specific result. Best practice for Confirmatory test involves using either a Gas chromatography/ Mass Spectrometry (GC/MS) or Liquid Chromatography-Mass Spectrometry (LC-MS). The results of a confirmation test provide an absolute and definite result that indicates the specific drug/compound present in the urine sample.

5) At least 10 % of ATCOs at Lucknow Airport (approx 14) will be selected by randomisation method as per DGCA guidelines in a span of Two year for the conduct of examination for consumption of psychoactive substances.

6) The testing will be done as per pre-informed schedule depending on the randomization schedule. The date and time of the test shall be coordinated with the laboratory in advance.

7) The secure facility for testing and CCTV facility shall be provided by Airports Authority of India, henceforth called AAI.

8) The testing kits and other consumables including disposables have to be provided by the laboratory.

9) The presence of the following psychoactive substances shall be tested:

- Amphetamine and Amphetamine type stimulants
- Opiates and metabolites
- Cannabis (Marijuana) as THC
- Cocaine
- Barbiturates
- Benzodiazepine

10) Testing will be done on urine samples collected from the randomly selected employees.

11) The urine samples shall be collected at the collection site at the designated secure facility established at ATS complex, CCSI Airport, Lucknow by Airports Authority of India(AAI).

12) The proforma attached in Appendix 'A' as provided in the DGCA CAR will be filled up before the urine sample is collected.

13) The designated secure facility shall be examined by the medical representative of AAI and sample collector of the laboratory engaged by AAI, before commencement of the sample collection.

14) Prior to sample collection, the sample collector of the laboratory shall ensure the identity of the employee and the personal particulars form is filled up as in Appendix 'A'. This process shall be recorded in CCTV (provided by AAI). The test shall be carried out post shift or anytime during the duty period as the case may be.

15) The sample collector of the laboratory shall explain the collection procedure to the employee(donor).

16) The sample is to be collected in a sterile container. At least 45 ml of urine sample needs to be collected. The urine sample should be tested to ensure validity of the sample. If the sample is found invalid or contaminated it should be brought to the knowledge of AAI. The employee(doner) shall not be allowed to leave the designated facility and will be asked to give a fresh sample after a reasonable interval.

17) This sample shall be split into two labeled specimen containers A and B in front of the employee (donor). Labels of specimen bottles shall be signed by the employee (donor), sample collector of the laboratory and medical personnel of AAI before the samples are collected. This process shall be recorded in CCTV. The employee (donor) shall be provided privacy for sample collection.

18) Screening and confirmatory test will be done on urine samples.

19) The screening test shall be carried out immediately after the sample is collected at the designated facility in the ATS complex and a report shall be generated. Screening test including splitting of urine samples shall be video recorded. The readings of the test will be observed and noted in front of the employee.

20) In case sample A is non-negative, then sample B with signatures of the sample collector of the laboratory engaged by AAI, employee (donor) and medical personnel engaged by AAI shall be forwarded to the laboratory engaged by AAI for Confirmatory Test.

21) The confirmatory test shall be carried out by the laboratory. During transportation of the sample, the integrity of the sample shall be ensured at every step including temperature control. The laboratory shall maintain integrity of the samples and also maintain the chain of custody of the samples.

22) In the laboratory, sample shall be tested for all the drugs as listed in point no 9 and the report from the laboratory shall be sent directly to the AMA, CAP-CHQ ( Medical In Charge of AAI and Director Air Safety, DGCA (HQ). All the positive cases shall be reported to DAS, DGCA (HQ) within 24 hours. In addition the information shall also be submitted to DDG/JDG Air Safety and DMS (CA). A copy of the report should be sent to AAI on the designated email.

23) All test records and samples shall be preserved for one year by the laboratory. The records and samples may be recalled at any time by DGCA/ AAI.

24) In case of any doubt/ dispute related to techniques or procedures mentioned above, the instructions given in DGCA CAR and the interpretation thereof by DGCA/ AAI shall be final and binding.

25) The test results and details of the employee undergoing the test are confidential and should be shared to specifically authorized officers through authorized communication channels only. Laboratory shall ensure strict confidentiality at all levels.

26) In case the services are not found satisfactory, AAI may terminate service by giving one months prior notice. Laboratory may also terminate the services by giving one month prior notice.

27) In case of any disputes, it will be settled under jurisdiction of Lucknow courts only.

28) Payments will be made on individual test basis as per the actual bills raised.

29) Laboratory shall submit an undertaking to the effect that it shall abide by DGCA regulations in this regard issued from time to time.

30) The quotations are invited initially for a period of one year extendable for a period of further one year subject to satisfactory performance.

Sealed Quotations are invited for the aforesaid work from eligible NABL/NABH Accredited labs with suitable in-house testing facility for requisite panel of psychoactive substances.

**The price quoted for test should be in the following format:**

SL No.	Name of Test	Rate per test Including all expenses (In Rs.)	GST if any (In Rs.)	Total (In Rs.)
1.	Screening Test			
2.	Confirmatory Test			

**Sealed envelope containing :**

- 1. Quotations in Rs. as per the format provided**
- 2. NABL/NABH accreditation certificate**
- 3. Self certification stating the testing capability as per the DGCA CAR (Section 5 Air Safety Series F Part V Issue I, Dated 27th September 2021)**
- 4. Signed NIQ Document (by authorized person)**
- 5. Permanent Account Number (PAN)**
- 6. GST Registration Certificate**  
**(Note: If GST is not applicable on the firm then supporting document for inapplicability shall be sent.)**

**All the above documents should reach o/o ATS In-Charge , ATS COMPLEX, CCSI Airport, Amausi, Lucknow 226009, on or before 22.03.2023 03:00 PM. Quotations will be opened on 22.03.2023 at 03:30 PM.**

The shortlisted agency will be informed after the due approval process.

AAI reserves the right to accept or reject any or all applications without assigning any reasons thereof. AAI also reserves the right to call-off the NIQ process at any stage without assigning any reason. Awarding of the work will be at the sole discretion of Airport Director , Airports Authority of India ,CCSI Airport, Lucknow  
The Envelope should be superscribed as “ **Quotations for Testing of Psychoactive Substances**”.

For any clarification this office can be reached on 0522-22436923 during office hours

Sd/-  
Airport Director  
Airports Authority of India  
CCSI Airport, Lucknow 226009



GOVERNMENT OF INDIA

**DIRECTORATE GENERAL OF CIVIL AVIATION**  
TECHNICAL CENTRE, OPP SAFDURJUNG AIRPORT, NEW DELHI

**CIVIL AVIATION REQUIREMENTS**  
**SECTION 5 – AIR SAFETY**  
**SERIES F PART V**  
**ISSUE I, 27<sup>TH</sup> SEPTEMBER, 2021**

**EFFECTIVE: 31<sup>ST</sup> JANUARY 2022**

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

**Subject: Procedure for examination of the aviation personnel for consumption of Psychoactive Substances.**

### **1. Introduction:**

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

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

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

- 1.5 This CAR is issued under the provisions of Sub Rule (1), (3) & (4) of Rule 24 of the Aircraft Rules, 1937 read with Rule 133A of the Aircraft Rules, 1937.

## 2. Definitions:

- 2.1 **Appropriate Laboratory:** Appropriate Laboratory: NABL/ NABH approved pathological laboratory having technical capability and skilled manpower for collection of the samples, confirming validity of samples, maintaining its integrity, testing the requisite panel of drugs as prescribed in this CAR, ensuring Chain of Custody within the lab and for further confirmatory testing in the appointed confirmatory lab and preserving the samples.
- 2.2 **Chain of custody (CoC):** refers to the procedure used to document and handle specimen (required for conducting of tests) from the time the aviation personnel donates the specimen to the collector until the specimen is destroyed or stored, hence assuring its integrity and traceability back to the aviation personnel.
- 2.3 **Confirmatory Test:** Confirmatory test utilizes high complexity instrumentation that yields a definite and specific result. Best practice for Confirmatory test involves using either a Gas Chromatography/Mass Spectrometry (GC/MS) or Liquid Chromatography-Mass Spectrometry (LC-MS). The results of a confirmation test provide an absolute and definite result that indicates the specific drug/compound present in the urine sample.
- 2.4 **Drug Use:** It is the use of prescription or non-prescription substance (drug) for recreational or other purposes in a non-therapeutic setting.
- 2.5 **Drug Dependence:** Arises out of maladaptive pattern of substance use, leading to a cluster of behavioural, cognitive and psychological phenomena that develops after repeated use.

- 2.6 **Drug Addiction:** it is a chronic, relapsing disorder characterized by compulsion to take a drug (craving), resulting in physical, psychological and social harm and continued use despite evidence of that harm.
- 2.7 **Drug Habituation:** It is a condition resulting from repeated consumption of a drug, in which there is a psychological or emotional dependency on the drug.
- 2.8 **Sample Collector:** An employee of an appropriate laboratory, who is trained for collection of samples, maintaining its integrity, preservation and chain of custody as per Urine specimen collection procedure guidelines for detection of consumption of psychoactive substances.
- 2.9 **Medical Review Officer:** Is a doctor registered with a Medical Council in India, who has successfully completed a recognized MRO certification course, has knowledge and experience in psychoactive substance abuse disorders and is responsible for reviewing & evaluating laboratory results of psychoactive substance testing program.
- 2.10 **Negative Report:** A 'negative' report is when the sample is 'valid' and the test result does not show presence of detectable quantity of any of the psychoactive substances tested.
- 2.11 **Non-negative report:** A 'non-negative' report is when the sample is 'valid' but shows one or more of the psychoactive substances tested detected.
- 2.12 **Problematic use of substances:** The use of one or more psychoactive substances by aviation personnel in a way that:
- a) constitutes a direct hazard to the user or endangers the lives, health or welfare of others; and/or
  - b) causes or worsens an occupational, social, mental or physical problem or disorder.

### 3. Applicability:

Provisions of this Civil Aviation Requirements are applicable to aircraft operators engaged in commercial operations, Maintenance & Repair Organizations, Flying Training Organizations and Air Navigation Service Providers.

### 4. Safety Regulations:

- 4.1 All scheduled commercial aircraft operators and Air navigation service provider shall carryout, random drug testing for the consumption of psychoactive substance by flight crew members and Air traffic controllers

employed by them respectively at the facilities established by them using the services of an appropriate laboratory. The medical personnel of the concerned Organization shall associate during this process. This programme shall ensure that at least 10% of the employees of an organization, as mentioned in para 4.1 of the Civil Aviation Requirements, are covered in a year.

The Organizations shall use a scientifically valid method such as a random-number table or a computer-based random-number generator to select the employees for testing using the unique identifying number. The Organization must ensure that all employees have an equal chance of being tested each time the selection is made. Specific individuals or groups must not be targeted including certain locations.

- 4.2 All organizations as in para 3 are encouraged to carry out random drug testing of their employees not covered in para 4.1 and trainee pilots in case of FTOs.
- 4.3 In addition, the Organizations as mentioned in para 3, shall ensure that Flight Crew Member, Air Traffic Control Officers, Aircraft Maintenance Engineers/ certifying staff, trainee pilots and Instructors/examiners in their employment are tested for consumption of psychoactive substances on the following occasions:
  - a) Before employing a person
  - b) Before admitting a trainee pilot in a FTO
  - c) Follow-Up testing of confirmed cases.
  - d) At first available opportunity, in case an aviation personnel has refused drug test to a foreign regulator during flight operation to that country/duty in that country.
- 4.4 All the positive cases shall be reported by the organization to DAS, DGCA (HQ) within 24 hours. In addition the information shall also be submitted to DDG/JDG Air Safety and DMS (CA).
- 4.5 Organizations as in para 3, should encourage their employees for self-declaration regarding use of psychoactive substance. Such employees shall be subjected to rehabilitation process by the organization before return to the active duty. Number of such cases shall be reported to DGCA on six months basis.
- 4.6 Organizations as in para 3, shall educate their employees about the prescription drugs that contain substances listed in para 5 of this CAR. The education programme should also include basic information on the physical, emotional, and social causes and consequences of psychoactive

substance use, raise awareness of the factors that encourage psychoactive substance use in general, equip them with skills to identify and resist pressure to use psychoactive substances. It should also offer information on types of treatments and rehabilitation.

- 4.7 Based on information generated by this psychoactive substance testing program, organizations should identify hazards and mitigate the risks within its operation.

**5. Drug Testing Requirements:**

The presence of the following psychoactive substances shall be tested:

- a) Amphetamine and Amphetamine type stimulants
- b) Opiates and metabolites
- c) Cannabis (Marijuana) as THC
- d) Cocaine
- e) Barbiturates
- f) Benzodiazepine

**6. Procedure for Testing of psychoactive substances(Drugs):**

- 6.1 Testing will be done on urine samples collected from the randomly selected employees. The urine samples shall be collected at the collection site at the designated secure facility established by the organization in the proforma provided as Appendix 'A' to this CAR.
- 6.2 The collection site must be well lit, clean, free of any areas where adulteration or substitute can be hidden, eliminate or secure all sources of water, detergent, soap dispensers or any potential adulterants in the area. The facility shall be examined by the organization's medical personnel and sample collector, before commencement of the sample collection.
- 6.3 The test shall be carried out post flight/post shift or anytime during the duty period as the case may be. It shall not be carried out, while an employee is on leave or on rest period.
- 6.4 The pre-flight testing requirement will be introduced in due course, all the applicable organization are required to build capacity/ infrastructure for the same.
- 6.5 Prior to collection, the sample collector shall ensure the identity of the employee and the personal particulars form is filled up as in Appendix A.

- 6.6 The sample is to be collected in a sterile container. At least 45 ml of urine sample needs to be collected. This sample shall be split into two labeled specimen containers A and B in front of the employee (donor). Labels of specimen bottles shall be signed by the employee (donor), sample collector and medical personnel of the concerned Organization before the samples are collected.
- 6.7 The employee (donor) shall be provided privacy for sample collection.
- 6.8 Screening and confirmatory test will be done on urine samples. The screening test shall be carried out immediately after the sample is collected at the designated facility of the organization and report shall be generated. Screening test including splitting of urine sample as in para 6.5 shall be video recorded. The readings of the test will be observed and noted in front of the employee.
- 6.9 In case sample A is non-negative, then sample B with signatures of the sample collector, employee (donor) and medical personnel of the concerned Organization shall be forwarded to the appropriate laboratory for Confirmatory Test.

#### **7. Confirmatory Test:**

The confirmatory test shall be carried out at the appropriate laboratory. During transportation of the sample, the integrity of the sample shall be ensured at every step including temperature control. The laboratory shall maintain integrity of the samples and also maintain the chain of custody of the samples. In the laboratory sample shall be tested for all the drugs as listed in para 5 and the report from the laboratory shall be sent directly to the Medical In Charge of the concerned organization and Director Air Safety, DGCA (HQ). In case the confirmatory test is found positive, the Medical In Charge of the concerned organization shall consult a Medical Review Officer (MRO) to determine if the result was due to a legitimate therapeutic treatment or some other innocuous source (for example pain relief medication containing codeine may trigger a positive result for opiates).

#### **8. Action on Positive Cases:**

- 8.1 In case the screening test is non-negative, the employee shall be immediately removed from the safety sensitive duty till a confirmatory report is received.
- 8.2 In case of positive confirmatory test for the first time, the concerned employee shall be referred by the organization to a Specialist Doctor/ Counsellor/de-addiction center for de-addiction/rehabilitation programme as applicable, in consultation with MRO. Such an employee shall return to

active duties after again having undergone the tests for the consumption of the psychoactive substance with a negative test report. In addition fitness certificate by the Medical In Charge of the concerned organization shall be required.

- 8.3 In case a person who has returned to safety sensitive duties after having been tested positive as in para 8.2 and is again found positive in the confirmatory test i.e. the second occasion, license of such person shall be suspended for period of three years and for third positive occasion, the license shall be cancelled.
- 8.4 In the event, if a person refuses to undergo the examination, such a person shall be removed from the safety sensitive duties until such a person clears drug testing profile as listed in para 5 within a period of 48 hours at the organization facility. Failing which, the license of the involved person shall be suspended for a period of one year and the involved person shall undergo rehabilitation process before return to the active duties.
- 8.5 In case a person refuses for the test on second occasion or is tested positive after first occasion of refusal for testing, the license shall be suspended for a period of three years and any subsequent violation shall lead to the cancellation of license.

**9. Preservation of records:**

The organization shall preserve test records of psychoactive substances for a period of one year.



(Arun Kumar)

Director General of Civil Aviation

**Appendix A**

(NAME OF THE ORGANISATION)  
**PSYCHOACTIVE SUBSTANCE TESTING PERFORMA**

Sl. No. ....

**SCREENING TEST**

To be filled by Employee undergoing test (in Capital Letters)

Name .....Job Function:.....

Personnel (License No. /Approval No.) .....

Emp. No. ....

Are you on any medication? If yes, please specify.....

Place ..... Date ..... Time.....

Signature of Employee.....

**To be filled up by the Sample Collector**

1. Urine test Outcome Negative/Non-Negative

(Signature)

(Name)

**2. If the Screening Test is Non-Negative:**

Ensure sample B is sealed and the label is signed

Signature  
Medical Personnel of  
Organization  
Name and designation  
Date/Time

Signature  
Name of Sample  
Collector  
Date/Time

Signature and  
Name of Person  
undergoing test  
Date/Time