



Onsite Drug and Alcohol Policy

Introduction

Every aviation organisation should think about how they would deal with a situation where employees are impaired as a result of drug or alcohol consumption.

If someone at work is under the influence, it could have a negative impact on safety, especially in an aviation setting. Even if consumed outside the workplace, it can lead to poor concentration, risk-taking behaviour and errors in judgement. It can also result in higher rates of injuries, fatalities and absenteeism as well as reduced productivity.

Motueka Aero Club strives to provide a safe and secure environment for all Members and staff.

The aim of this policy is to—

1. sets out the rules regarding drug and alcohol use within Club premises.
2. minimise the risks to safety due to drug and alcohol misuse; or
3. prevent any person whose work directly affects safety and who is adversely affected by drugs or alcohol from performing, or being available to perform, that work.

Policy Statement

This policy applies to all formal and informal events on premises, along with Club arranged events off premise. Where staff are representing the Club at any event, either on or off premise, they are expected to promote this policy.

The information and guidelines in this document is to be used in conjunction with the Club Drug, Alcohol and Substance Impairment Policy found on the Club website.

Definitions

The Club: Motueka Aero Club Inc.

Premises: Includes all Club property, including aircraft, Club House, aircraft Hanger and applies to all activities under the general control of the Club.

Function: An official ceremony or a formal social event, such as a party or a special meal, at which many people are usually present.

Staff: Any appointed, elected, or delegated Club Member who performs duties or provides a service in benefit of the Club e.g., committee members, Club instructors etc

Member: Any person(s) applied for membership, approved by the executive committee and has paid their current annual membership in full. Members include young eagles, pilots, instructors, and social members.

Drugs

It is illegal in New Zealand to possess, use, or sell controlled drugs under [S6](#) of the [Misuse of Drugs Act 1975](#) (New Zealand Legislation website). Motueka Aero Club is committed to maintaining a drug free premises. The possession, use, or consumption of any prohibited narcotic, drug, or substance by any person on premise for which the person does not have a legal prescription or licence, is strictly forbidden.

The manufacture, possession, and distribution of prohibited narcotics, drugs or other controlled substances by any person on premise are strictly forbidden. Enforcement of this policy will be undertaken by either the appropriate statutory authority and/or the Club.

Alcohol

While it is acknowledged that the moderate consumption of alcohol can be a part of socialising for many people, the excessive use and subsequent harms associated with overuse creates many social and environmental problems. Motueka Aero Club promotes a responsible attitude towards the provision and consumption of alcohol by providing the following policy.

The intention of this policy is to promote positive attitudes and encourage social responsibility in the use of alcohol on NAC premises.

For further guidance on alcohol usage in the aviation environment please see the following CAA medical information sheet - Alcohol consumption and medical aviation safety.

<https://www.aviation.govt.nz/assets/publications/medical-information-sheets/mis014-alcohol-consumption-and-medical-aviation-safety.pdf>

Rules

1. Members are accountable for their own decisions regarding alcohol use; they are also responsible for knowing, understanding, and complying with Club policies and the Act.
2. Motueka Aero Club always promotes responsible and moderate use of alcohol at all times among staff and Members who choose to consume it.
3. It is not acceptable to be on premise at any time while intoxicated.
4. Any person(s) wishing to hold a function at the Club where alcohol is to be consumed and non-Member persons may attend must first obtain permission from the Club President or Vice President.
5. No function will be permitted where the consumption of alcohol is the primary or predominant reason for the function.
6. Activities such as drinking games that promote the excessive consumption of alcohol are not permitted at any function on premise.
7. Any damage occurring at a function or by direct result where it is clear that lack of control or planning contributed to the subsequent problems will be charged to the Member(s) responsible.

8. Members at the event are expected to behave to an acceptable standard. Under no circumstances shall intoxication be advanced as an excuse for antisocial, unacceptable or unlawful behaviour.

Healthcare Assistance and Counselling

For assistance relating to treatment for personal problems concerning alcohol use, please contact your local Health Centre or refer to www.hims.org.nz – this is an independent programme for managing substance abuse disorders in aviation.

Summary

The CAA has zero tolerance for impaired performance at work as a result of drug, alcohol, and/or substance use; Motueka Aero Club Inc. shares that aim. Any inappropriate use of drugs, alcohol or substances will cause some degree of impairment, and no level of impairment whilst performing any duties is acceptable.