

Department of Immigration and Border Protection
Supplementary Estimates – October 2016

BACK POCKET BRIEF**SE2016-BP03 - Drug and Alcohol Management Program****Key Statistics**

Item/place/KPI	2013/2014***	2014/15	2015/16	1/7/16 – 30/09/16	5/2/16 – 30/9/16**
Total Drug and Alcohol Tests (incl. targeted tests)	1675	1691	3517	688	2907
All Positive Drug Tests	Data not available	12	15	4	11
All Positive Alcohol Tests	Data not available	Nil	2	1	2
All Targeted Testing	Data not available	Data not available	29 (5 hair)	5	16 (3 hair)
All Positive targeted tests	Data not available	Data not available	5 (2 hair)	4 (0 hair)	7 (0 hair)

*From Beginning of financial year to end of Statistics reporting date for Additional Estimates

**From Previous Hearing to end of Statistics reporting date for Additional Estimates

***To reflect figures predominately from 8 Sept 2013 Post election

Key Talking Points

- All Department of Immigration and Border Protection (DIBP) workers have been covered by the Drug and Alcohol policy since 1 July 2015.
- The *Australian Border Force Act 2015* empowers authorised officers to direct workers to present for drug and alcohol tests. The *Australian Border Force (Drug and Alcohol Tests) Rule 2015* stipulates the standards that the testing must meet.
- Random testing is based on a breath sample for alcohol and a urine sample for prohibited drugs.
- The testing of workers has identified 22 positive results since 1 July 2015:
 - 16 for cannabis, which includes 5 positive targeted tests,
 - 3 for cocaine, all of which were targeted tests, and
 - 3 for alcohol, 2 of which were targeted tests.
- This result confirms that less than 0.5 per cent of tests undertaken since integration were positive, and that workers whose actions impact the integrity and reputation of the Department can be identified through the testing process.

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Freedom of Information Act 1982

“If asked” why the Department is testing all staff and not limiting testing to operational areas?

- Part 5 of the *Australian Border Force Act 2015* states all Immigration and Border Protection workers are subject to drug and alcohol testing, rather than only the Australian Border Force.
- Further, knowledge by criminals of the contradiction between an employee’s drug use and the mission of the Department can be exploited in an attempt to corrupt that official.
- Back-office staff can be just as vulnerable to corruption efforts as front-line officers - a risk highlighted in a 2014 report by the Australian Commission for Law Enforcement Integrity.

Background

The *Australian Border Force Act 2015* empowers authorised officers to direct workers to present for drug and alcohol tests. The *Australian Border Force (Drug and Alcohol Tests) Rule 2015* stipulates the standards that the testing must meet.

The principles which support the DAMP are:

- zero tolerance for the possession, use and selling of prohibited drugs
- low tolerance for alcohol (below 0.02 breath alcohol concentration – 0.02 grams of alcohol per 210 litres of breath and 0.00 grams of alcohol per 210 litres of breath for workers issued weapons) while on duty
- a focus on the behaviours that support a drug and alcohol free workplace.

The DAMP applies to all DIBP workers, defined by the Secretary’s determination as being *all workers, whether DIBP workers, officers of other government agencies, or contractors or consultants providing services to DIBP and requiring non-public access to DIBP assets.*

Drug and alcohol testing is conducted by a contracted service provider in a way that is respectful towards those being tested and observes procedural fairness and natural justice.

Workers must comply with directions to submit to drug and alcohol testing. Failure to comply with the direction, or failing a drug or alcohol test, can and has resulted in a range of sanctions including termination.

Significant Issues

No significant issues noted during this period.

Consultation

External agencies consulted: N/A

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