



## CIVIL AVIATION AUTHORITY OF MALAYSIA SAFETY DIRECTIVES (SD)

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| <b>DIRECTIVE NO:</b>   | <i>SD 02/2026</i>                                                                                                                                                                      | <b>ISSUE:</b>          | <i>01</i>                                                                                                                                                                            |
| <b>ISSUE DATE:</b>     | <i>7 August 2026</i>                                                                                                                                                                   |                        |                                                                                                                                                                                      |
| <b>EFFECTIVE DATE:</b> | <i>7 August 2026</i>                                                                                                                                                                   | <b>ISSUING OFFICE:</b> | <i>Civil Aviation Authority of Malaysia<br/>No 27, Persiaran Perdana,<br/>Aras 1-4, Blok Podium, Presint 4,<br/>62618 Putrajaya,<br/>Wilayah Persekutuan Putrajaya<br/>Malaysia.</i> |
| <b>RELATED REG:</b>    | <i>Civil Aviation Act 1969 (Act 3),<br/>Section 24P<br/>Civil Aviation Regulations (CAR) 2016<br/>Civil Aviation Directives (CAD) 6007 – Alcohol and Drug Testing Programme (ADTP)</i> |                        |                                                                                                                                                                                      |

### **STRENGTHENING FITNESS-FOR-DUTY AND PREVENTION OF ALCOHOL AND DRUG MISUSE**

#### **1 Purpose**

- 1.1 This Safety Directive (SD) is issued under Section 24P of the Civil Aviation Act 1969 to reinforce aviation safety and security by strengthening the management of alcohol and drug misuse and enhancing fitness-for-duty requirements for flight crew and cabin crew members performing safety-critical functions.
- 1.2 For the purpose of this SD, the term “drug”, “prohibitive drug”, “dangerous drug” or “substance” whenever used shall mean and include:
- a) a drug within the meaning of CAD 6007;
  - b) a dangerous drug within the meaning of section 2 of the Dangerous Drugs Act 1952 [Act 234];
  - c) a prescription or non-prescription medication;
  - d) a psychoactive substance; or
  - e) any other substance capable of causing impairment or otherwise adversely affecting the safe performance of assigned duties.
- 1.3 For the purpose of this SD, the term “drug mis-use” whenever used shall mean and include the use of a drug or other substance as defined in CAD 6007 and Dangerous Drugs Act 1952 [Act 234]
- a) without lawful medical or dental supervision, where such supervision is required;
  - b) otherwise than in accordance with its prescribed, authorised or intended use;



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- c) in contravention of applicable written law or the operator's CAAM-approved alcohol and drug programme; or
- d) in a manner that causes, or is reasonably capable of causing, impairment affecting the safe performance of assigned duties.

## **2 Background**

- 2.1 Substance misuse involving flight crew or cabin crew members may adversely affect aviation safety, operational performance and public confidence in the safety of Malaysia's civil aviation system. This warrants immediate regulatory action to reinforce preventive controls, strengthen oversight and ensure that personnel performing safety-critical functions remain fit for duty.

## **3 Applicability**

- 3.1 This Safety Directive applies to:
  - a) Air Operator Certificate holders;
  - b) Flight Crew Members; and
  - c) Cabin Crew Members.

## **4 Regulatory Requirements**

- 4.1 Compliance by all applicable operators to the requirements provided in this SD shall be additional to and does not derogate from the following;
  - a) Civil Aviation Regulations 2016 Regulation 99;
  - b) CAD 6007 – Alcohol and Drug Testing Programme (ADTP); and
  - c) Operator's Safety Management System requirements.
- 4.2 Flight crew members and cabin crew members shall not:
  - a) report for duty while under the influence of alcohol or prohibited drugs;
  - b) perform safety-sensitive duties when medically or psychologically impaired (medically unfit or otherwise unable to perform assigned duties safely, determined under an applicable aeromedical or occupational-health process); or
  - c) refuse testing required under CAD 6007 and/or an approved ADTP without lawful justification.



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### 5 Immediate Safety Measures

5.1 Within **thirty (30) days** of the Effective Date, every applicable organisation shall:

- a) **Review ADTP Effectiveness:** Conduct a comprehensive review of its Alcohol and Drug Testing Programme to verify that it remains Present, Suitable, Operating, and Effective (PSOE) in detecting current and emerging drug threats (refer to risks identified through the operator's safety-risk assessment and information formally communicated by the relevant authorities or CAAM from time to time). Revise testing methodologies and protocols where necessary.
- b) **Conduct Safety Risk Assessment:** Perform a Safety Risk Assessment addressing risks associated with alcohol and drug misuse among flight crew members and cabin crew members. Implement appropriate risk controls within the organisation's Safety Management System.
- c) **Immediate Comprehensive Drug Testing:** Each Malaysian AOC holder shall conduct a drug testing programme covering 100% of active flight crew members and cabin crew members. Testing shall be conducted under its CAAM-approved ADTP, with appropriate specimen integrity, confirmatory testing, medical review, confidentiality and procedural safeguards. The term "active" shall mean and refer to flight crew member or cabin crew member assigned, available or rostered for operational duty during the prescribed implementation period. For flight crew member or cabin crew member returning from leave or joining after the 100% exercise, they are required to undergo similar test before return to or commencement of operational duty, where they were not covered during the prescribed period.
- d) **Increase Random Testing:** Increase unannounced random alcohol and drug testing, particularly during night operations, extended duty periods, public holidays, and other higher-risk operational environments identified through the organisation's risk assessment.
- e) **Reasonable-Suspicion Testing:** Immediately conduct reasonable-suspicion testing whenever behavioural, physical, or operational indicators suggest possible impairment. Where appropriate, coordinate testing activities with the relevant and competent agencies only where an independent legal duty or suspected offence arises
- f) **Review Vetting Processes:** Review recruitment, background verification, and recurrent screening processes for personnel holding security passes.
- g) **Brief Personnel:** Continuously brief all personnel on their legal obligations and consequences under Act 3, CAR 2016, CAD 6007, other relevant laws, the approved ADTP and relevant employment procedures.



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- h) **Review Disciplinary Procedures:** Review company disciplinary procedures relating to alcohol and drug misuse.
- i) **Conduct Awareness Campaigns:** Increase alcohol and drug awareness campaigns for all personnel.
- j) **Submit Compliance Declaration:** Submit a declaration of compliance of ADTP activities and corrective action plan to CAAM which shall include:
  - 1) results of the comprehensive drug testing programme;
  - 2) summary of random testing conducted;
  - 3) corrective actions taken for any findings; and
  - 4) revised ADTP where applicable.

## 6 Long-term Safety Enhancement

6.1 Operators shall progressively implement the following:

- a) **Fitness-for-Duty Programme:** Establish a comprehensive Fitness-for-Duty Programme.
- b) **Variable Testing Procedures:** Adopt variable testing procedures, for example, Oral Fluid (Saliva) Testing as one of the screening methods. This approach is directly observed, thereby mitigating the risk of sample substitution.
- c) **Just Culture:** Strengthen Just Culture while maintaining accountability for deliberate violations.
- d) **Employee Assistance/ Support Programme:** Implement Employee Assistance Programmes for counselling and rehabilitation.
- e) **Safety Management System Integration:** Enhance integration of alcohol and drug hazards into the SMS.
- f) **Training:** Incorporate alcohol and drug misuse into CRM, Human Factors, and recurrent training.
- g) **Behavioural Observation:** Establish behavioural observation programmes for supervisors and peers.
- h) **Reporting Mechanisms:** Strengthen internal reporting and confidential reporting mechanisms.
- i) **Trend Review:** Review ADTP trends through Safety Review Boards.
- j) **Awareness:** Promote awareness of alcohol and drug misuse and fitness-for-duty responsibilities.



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- k) **Annual Review:** Conduct annual management reviews of ADTP programme effectiveness.

## 7 Responsibilities of the Accountable Manager (AM)

7.1 The Accountable Manager (AM) of AOC holder shall ensure that:

- a) adequate resources are provided to implement this Directive;
- b) management actively promotes a drug-free workplace;
- c) regulatory compliance is continuously monitored;
- d) all confirmed positive results and defined serious safety breaches, within 24 hours after confirmation or the operator becoming aware of the occurrence, are reported to CAAM within 24 hours.
- e) internal investigations are conducted following significant occurrences; and
- f) corrective actions are implemented and monitored.

## 8 CAAM Oversight

8.1 CAAM will enhance oversight through:

- a) risk-based surveillance;
- b) unannounced inspections;
- c) focused audits on CAD 6007 implementation;
- d) verification of testing records;
- e) monitoring of occurrence reports;
- f) enforcement action where regulatory breaches are identified;
- g) witnessing operator drug testing activities where considered necessary; and
- h) directing additional testing where safety concerns are identified.

## 9 Non-compliance

9.1 Where non-compliance is established, CAAM may take regulatory action, including suspension or revocation of licences, certificates, approvals, or authorisations under Regulation 193 of the Civil Aviation Regulations 2016, in addition to any other action available under Malaysian law.

9.2 Any person who contravenes this Safety Directive commits an offence and shall, upon conviction, be liable to a fine not exceeding five hundred thousand-ringgit



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(RM500,000), or to imprisonment for a term not exceeding five (5) years, or both, pursuant to Section 24P (3) of the Civil Aviation Act 1969 [Act 3], as amended by the Civil Aviation (Amendment) Act 2017 [Act A1526].

### 10 Conclusion

- 10.1 CAAM considers alcohol and drug misuse represent unacceptable risks to aviation safety. Every AOC holder and aircraft operator shall ensure full compliance with this Safety Directive and demonstrate effective organisational control over all personnel performing safety-critical functions. CAAM will intensify surveillance, conduct unannounced inspections, and exercise its statutory enforcement powers where non-compliance is identified.
- 10.2 This Safety Directive shall remain in force until amended, superseded or withdrawn by the Civil Aviation Authority of Malaysia.



**DATO' CAPTAIN NORAZMAN BIN MAHMUD**  
Chief Executive Officer  
for Civil Aviation Authority of Malaysia  
7 August 2026