



**METROPOLITAN  
POLICE**

<b>Freedom of Information Act Publication Scheme</b>	
<b>Protective Marking</b>	<b>Official</b>
<b>Publication Scheme Y/N</b>	Yes
<b>Title</b>	Substance Misuse Testing Policy (including alcohol)
<b>Version</b>	5.0
<b>Summary</b>	The MPS is legally bound to ensure that staff are fit to carry out their duties safely and effectively. This policy aims to detect and deter substance misuse amongst staff.
<b>(B)OCU or Unit, Directorate</b>	Directorate of Professional Standards (DPS)
<b>Author</b>	
<b>Review Date</b>	November 2018
<b>Date Issued</b>	24 November 2014

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Branch / OCU:	Directorate of Professional Standards (DPS)				
Date created:	24 November 2014	Review date:	November 2018	Version:	5.0
Author:	DC Andy Gibbs				

## Application

- **When?** This Policy applies with immediate effect.
- **Who?** All Police Officers and Police Staff, including the extended police family and those working voluntarily or under contract to the Mayor's Office for Policing and Crime (MOPAC) or the Commissioner must be aware of, and are required to comply with, all relevant Metropolitan Police Service (MPS) policy and associated procedures.

This Policy applies in particular to officers and staff in the following roles (This list is not intended to be exhaustive):

- All line managers
- Directorate of Professional Standards (DPS)
- Directorate of Forensic Services
- **People** Support Health and Wellbeing, Occupational Health
- Directorate of Training and Development
- **People** Support Recruitment
- Substance Misuse Testing Unit (SMTU)

The following need to be aware of the Policy:

- Representatives of staff organisations.
- All Police Staff and Police Officers.
- **What?** Testing to identify the use of illegal drugs as well as the abuse of legitimate substances will be carried out in the following circumstances:
  - Pre-employment screening
  - Random testing of serving Police Officers

- Random testing of Police Staff in Safety Critical Roles
- Testing of Police Officers and Police Staff in Vulnerable Posts
- Testing “with cause” (where there is reasonable suspicion of substance misuse).

Alcohol testing will be carried out in the following circumstances:

- Random screening of Police Officers and Police Staff who hold a Safety Critical Role, at any time whilst on duty.
- Testing “with cause” (where there is reasonable suspicion of alcohol misuse) for any on duty Police Officer and any member of Police Staff who hold a Designated Role.

The Policy does not undermine the obligation on managers to investigate suspected criminal conduct or misconduct contained within any legislative or misconduct provisions. Nothing in this Policy will prevent the exercise of statutory duties in relation to the Road Traffic Act 1988, the Misuse of Drugs Act 1971, or any other statutory provision relating to substance misuse. Where offences are suspected and the evidence justifies criminal or misconduct proceedings, these will follow the normal processes.

The provision of support (contained in the Substance Misuse Support Toolkit), for those who acknowledge they have a problem with substance misuse, remains unaffected by this Policy. However, a self-referral made following the arrival or notification of an impending visit by the SMTU or DPS SI will not be accepted.

### **Policy Principles**

The MPS is committed to providing a safe, working environment for all staff. The misuse of any drug or inappropriate consumption of alcohol places at risk the health and safety of users, colleagues and the public and could threaten to compromise individual and organisational integrity.

Incorporated within this policy, the MPS directs that police officers and police staff must not use or possess androgenic-anabolic steroids (AAS) including designer steroids, prohormones and designer prohormones. This directive does not include any prescribed steroidal treatment or any corticosteroid treatment purchased over the counter. Failure to adhere to this directive is likely to be considered as gross misconduct.

- Testing will be proportionate and based on risk.

- The SMTU will administer and control random substance misuse testing throughout the MPS, and will report to the DPS OCU Commander via line management
- DPS Specialist Investigations are responsible for carrying out “with cause” drug testing
- Human Resources hold the responsibility for testing all new applicants whether Police Officers or Police Staff
- “With cause” alcohol testing can be requested and carried out by any supervisor
- Testing will be monitored to ensure that it is carried out fairly and proportionately and is compliant with relevant legislation
- The principles of confidentiality will be maintained at all times. Records and test results will be retained in accordance with Data Protection principles and will follow handling and storage/disposal rules in accordance with the Protective Marking System.
- Testing methods will include: hair and urine testing for recruits, urine testing for serving officers and staff and breath in the case of testing for alcohol.

A confirmed positive result, or refusal to co-operate, under this Policy, will be the basis for a criminal or internal discipline investigation.

### **Purpose and Benefits**

The MPS has a duty of care to its officers, its staff and to the public. The purpose of the policy is to ensure that members of the MPS are deterred from engaging in substance misuse and, where individuals place themselves, others and the organisation at risk from such misuse, they are identified and dealt with appropriately.

### **Associated Documents and Policies**

Substance Misuse Testing Toolkit

Substance Misuse Support Toolkit

Fairness at Work Toolkit

Reporting of Wrongdoing Toolkit

Unsatisfactory Police Performance

Police Staff Discipline Toolkit

Health and Safety reporting of hazards and near misses (Notices 49-2002 Item 2).

MPS Professional Standards Strategy (Special Notice 13/02).

Integrity Assurance Toolkit

Health and Safety Policy

ACAS code of practice on Discipline and Grievance Procedures

The Employment Act 2002 (Dispute Resolution) Regulations 2004

Road Traffic Act 1984

Road Traffic Act 1988

Police Officers Code of Conduct

**Notices to be Cancelled / Amended**

Cancel: Item 1, Notices 2/13, 9 January 2013