

## **Drug and alcohol testing**

The misuse of controlled drugs and alcohol by staff presents a significant risk to the integrity and safety of Durham Constabulary employees and the public we serve. The Constabulary ascribe to a programme of random substance testing of all officers under the Substance Misuse Policy. In addition, all new recruits, including PCSO's and Special Constables, are subject to pre recruitment substance testing prior to confirmation of appointment. The policy also allows 'with cause' substance tests to be conducted where there is a reasonable suspicion of substance misuse.

The intention of the Substance Misuse Policy is to be preventative and testing is conducted without advance notice. Positive results may be referred to Professional Standards Departments for action. This may lead to criminal action or formal disciplinary proceedings or both. However should any officer or staff member with drug or alcohol issues wish to 'self-refer' appropriate support and advice is available via HR and the Health Management Unit.

**Between 5<sup>th</sup> April 2016 and 23<sup>rd</sup> June 2017, 100 employees have been subject to substance testing. No one tested positive for alcohol or controlled drugs.**

An officer is considered unfit for duty if they are found to have 13 microgrammes of alcohol in 100 millilitres of breath. This is much lower than the drink drive limit which is 35 microgrammes of alcohol in 100 millilitres of breath. Due to the lower threshold it is possible for employees to fail a test due to drinking the night before being tested and there may be no outward signs of impairment.

The Substance Misuse Policy is available via the intranet under 'policies'. Should anyone wish to provide intelligence regarding drug or alcohol misuse by a Durham Constabulary employee it can be provided by confidentially and anonymously via Bad Apple, by e-mail to [integrityunit@durham.pnn.police.uk](mailto:integrityunit@durham.pnn.police.uk) or by telephoning the Counter Corruption and Vetting Unit on 752627.