

Our Ref: IM-FOI-2022-0378
Date: 08 March 2022



FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your recent request for information which has been handled in accordance with the Freedom of Information (Scotland) Act 2002.

For ease of reference, your request is replicated below together with the response.

2020/21 financial year, the number of

1a) Substance misuse tests undertaken at random by your force's officers;

Police Scotland do not undertake random tests on serving officers.
Section 17 of the Act - information not held - therefore applies.

1b) Substance misuse tests administered with cause by your force's officers;

Between 1 April 2020 and 31 March 2021, 4 'with cause' tests were undertaken by the Police Scotland Conduct Unit.

1c) Substance misuse tests given on a pre-employment basis;

There were three intakes during this financial year - September 2020, December 2020 and March 2021. There were a total of 436 tests were conducted and only those individuals who produced a negative result (430) progressed through the recruitment process.

1d) The number of positive tests to number of tests undertaken in total;

A total of 7 tests were positive.

Please break down 1d (the number of positive tests) by

2a) The drug detected (e.g. cannabis, cocaine)

3 x positive results for Cocaine
2 x positive results for Amphetamines
1 x positive result for Cocaine, Opiates
1 x positive result for Amphetamines, Cocaine

2b) The disciplinary measures resulting (e.g. final warning, dismissed, job offer withdrawn)

In relation to pre-employment testing, section 17 of the Act applies - these individuals simply did not progress on through the recruitment process.

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In relation to any with cause testing, I can advise that no disciplinary proceedings were undertaken as the subject officer resigned prior to any proceedings commencing.

In respect of police officers, their conduct is assessed against our Standards of Professional Behaviour, details of which can be found at the following link:

www.scotland.police.uk/spa-media/2r3p0bsx/standards-of-professional-behaviour.pdf

Police Scotland's Conduct Regulations can be found at this link:

[The Police Service of Scotland \(Conduct\) Regulations 2014 \(legislation.gov.uk\)](http://www.legislation.gov.uk/uksi/2014/1222/contents/making)

Our misconduct procedures aim to provide a fair, open and proportionate method of dealing with alleged misconduct.

The procedures are intended to encourage a culture of learning and development for individuals and/or the organisation; however, disciplinary action can be undertaken when circumstances require.

2c) Whether the substance misuse test was given at random, with cause or on a pre-employment basis

One was 'with cause', the remaining 6 were during recruitment.
As stated above, Police Scotland do not conduct random tests.

Should you require any further assistance please contact Information Management - Dundee quoting the reference number given.

If you are dissatisfied with the way in which Police Scotland has dealt with your request, you are entitled, in the first instance, to request a review of our actions and decisions.

Your request must specify the matter which gives rise to your dissatisfaction and it must be submitted within 40 working days of receiving this response - either by email to foi@scotland.pnn.police.uk or by post to Information Management (Disclosure), Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH.

If you remain dissatisfied following the outcome of that review, you are thereafter entitled to apply to the Office of the Scottish Information Commissioner within six months for a decision. You can apply [online](#), by email to enquiries@itspublicknowledge.info or by post to Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Office of the Scottish Information Commissioner's decision, there is an appeal to the Court of Session on a point of law only.

As part of our commitment to demonstrate openness and transparency in respect of the information we hold, an anonymised version of this response will be posted to the Police Scotland Freedom of Information [Disclosure Log](#) in seven days' time.

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