| Police Scotland logo | Freedom of Information Response Our reference: FOI 24-0604  Responded to: 19 March 2024 |
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Your recent request for information is replicated below, together with our response.

## % of employees that have failed Drugs and Alcohol screening over a full year’s period 22/23 or 23/24

## What happens to employees that do fail Drugs and Alcohol testing

Please note that there are no ‘alcohol screening’ tests utilised by Police Scotland.

Concerns around fitness for duty in relation to alcohol consumption are based on the observations of a supervisor and not quantified through means of a breath test.

Serving officers and Police staff may be subject to ‘With Cause’ testing for potential misuse of drugs, where relevant information or intelligence is received.

A total of 7 ‘With Cause’ tests were administered between 01/04/2022 and 05/03/2024, detailed below, broken down by test result and financial year.

A separate table has been provided to detail the disposal for the officers/staff involved in cases where a positive test was returned.

Please note the data provided is based on the test date and the data for 2023/24 covers the period 01/04/2023 - 05/03/2024.

Please further note that cases may remain subject to ongoing enquiries, legal proceedings or the misconduct process and therefore may not yet be concluded.

*Table 1: ‘With Cause’ tests, by test result and financial year*

| **Test result** | **2022/23** | **2023/24** |
| --- | --- | --- |
| Negative | 4 | 1 |
| Positive | 2 | 0 |
| Total | 6 | 1 |

*Table 2: Positive ‘With Cause’ tests, by officer/staff disposal and financial year*

| **Disposal** | **2022/23** | **2023/24** |
| --- | --- | --- |
| Retire/Resign | 1 | 0 |
| Ongoing | 1 | 0 |
| Total | 2 | 0 |

## Copy of your Drugs & Alcohol Policy for employees

## What do you have in place to encourage employees to come forward with issues with drugs and alcohol

## What support do you provide employees that come forward with issues with drugs and alcohol

In response to these questions, the information sought is held by Police Scotland, but I am refusing to provide it in terms of section 16(1) of the Act on the basis that section 25(1) exemption applies - information otherwise accessible.

You can access our Published Standard Operating Procedures (SOP) on our website and of those, the following may be relevant to your request:

[Police Service of Scotland (Conduct) Regulations 2014 SOP](https://www.scotland.police.uk/spa-media/q1jjirdw/police-service-of-scotland-conduct-regulations-sop.pdf)

[Substance Misuse SOP](https://www.scotland.police.uk/spa-media/ecuj3zq5/substance-misuse-sop.pdf)

[Capability (Attendance and Performance) SOP - Authority/Police Staff](https://www.scotland.police.uk/spa-media/ejxdnmpy/capability-sop.pdf)

[Disciplinary SOP - Authority/Police Staff](https://www.scotland.police.uk/spa-media/kqeo5ogi/disciplinary-sop.docx)

If you require any further assistance, please contact us quoting the reference above.

You can request a review of this response within the next 40 working days by [email](mailto:foi@scotland.police.uk) or by letter (Information Management - FOI, Police Scotland, Clyde Gateway, 2 French Street, Dalmarnock, G40 4EH). Requests must include the reason for your dissatisfaction.

If you remain dissatisfied following our review response, you can appeal to the Office of the Scottish Information Commissioner (OSIC) within 6 months - [online](http://www.itspublicknowledge.info/Appeal), by [email](mailto:enquiries@itspublicknowledge.info) or by letter (OSIC, Kinburn Castle, Doubledykes Road, St Andrews, KY16 9DS).

Following an OSIC appeal, you can appeal to the Court of Session on a point of law only.

This response will be added to our [Disclosure Log](http://www.scotland.police.uk/access-to-information/freedom-of-information/disclosure-log) in seven days' time.

Every effort has been taken to ensure our response is as accessible as possible. If you require this response to be provided in an alternative format, please let us know.