

Scenario 1

Introduction

Within this scenario, I would invite the Ethics Committee to consider the Force position in respect of substance misuse testing of employees, and in particular whether or not it is appropriate to extend the scope of the existing policy to include the random testing of a wider section of the workforce.

Policy/ Guidance

1. Leicestershire Police Procedure for Preventing & Dealing with Substance Misuse

2. Code of Ethics

8.1 Fitness for work: According to this standard you must be fit to carry out your role in policing and fulfil your responsibilities, not consume alcohol when on duty, not use illegal drugs, not misuse legal drugs or other legal substances.

3. Police Staff Council Police Staff Standards of Professional Behaviour (Sept 2008)

Fitness for Work - Police staff when at work are fit to carry out their duties.

Circumstances

The existing Force policy for the prevention and management of substance misuse within the workforce has a number of objectives, including awareness of the risks associated with such misuse, support and guidance, and seeks to deter individuals from substance and alcohol misuse by the prospect of their behaviour being detected.

The scope of substance misuse testing is detailed at section 6 of the Force policy. The committee is asked to consider only the issue of 'routine random testing'.

Routine random testing is managed on behalf of the Force by the Counter Corruption Unit and planned in advance on an annual basis. Approximately 80 tests are completed per year, and although *individuals* are selected at random, there will be some pre-selection of the *departments* to be tested to ensure that vulnerable and safety critical posts are included during the course of the annual testing programme (See Appendix 5 of Force policy).

Only Police officers and Special Constables will be selected for random testing. Police staff employees may only be tested where there is 'reasonable cause' to do so. With the extension of police staff to front line policing and investigative roles (such as Police Community Support Officers and Investigative Support Assistants) and the key support role of other police staff employees, does the Committee consider that routine random testing should be applied to **all individuals** working for Leicestershire police, regardless of rank, warranted officer status or role?

Detective Chief Inspector Simon Hurst