



Alcohol and Substance Misuse Policy

This document is part of North Yorkshire Police policy to which all Chief Constable personnel and the functions provided by the Police, Fire and Crime Commissioner are required to adhere.

Policy Statement

The purpose of this policy is to outline North Yorkshire Police's (NYP) position on alcohol and substance misuse as part of NYP's commitment to the provision of a safe, healthy and productive working environment. This policy covers all Police Officers (regardless of rank or grade) including apprentice constables, all Police Staff including those on temporary contracts, volunteers and members of the Special Constabulary.

Many roles within NYP involve individuals completing high-risk activities as well as contact with members of the general public. NYP also has a legal duty of care to all staff members under Common Law, the Health and Safety at Work Act 1974 and the Police (Health and Safety) Act 1997. NYP must therefore ensure that the vast majority of staff who are not substance misusers, and members of the general public, are not put at risk by the actions of the few who are. Addressing problems related to alcohol and substance misuse also directly benefits the individuals concerned whose health and continued employment may both be at risk.

In fulfilling these duties, NYP will not tolerate the unlawful use of drugs, the excessive or inappropriate use of alcohol, or the inappropriate use of prescribed or over the counter medicines. NYP will encourage individuals with alcohol or substance addictions to self-refer by providing support and advice. NYP will also undertake substance misuse testing to support the principles of integrity, individual responsibility and accountability and to demonstrate the commitment to enhancing public trust in the service we provide.

Nothing contained within 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.

Linkages

Strategy:

Health and Safety Policy

Subsidiary Linked Procedures:

Alcohol and Substance Misuse Testing Procedure

Other Documents:

Home Office Circular 11/2012

ACPO Substance Misuse and Testing Guidance