



NSW Police Force

Drug & Alcohol Policy Statement

The prevention and detection of the misuse of alcohol and a prohibition on the use of illicit drugs or the abuse of prescription medication and non prescribed steroids is essential to the safety and integrity of the New South Wales Police Force, its employees and the wider community.

The Drug & Alcohol Policy Statement applies to all NSWPF employees. The Drug & Alcohol Testing Procedures apply to NSW police officers, special constables authorised to exercise the functions of a police officer and personnel who perform safety sensitive aviation activities. (SSAA)

Our commitment is to ensure the NSWPF Drug & Alcohol Policy and Procedures:

- Establish standards of acceptable behaviour expected of employees regarding their on duty use or consumption of alcohol and a clear understanding that the use of illicit drugs, abuse of prescribed medication or the use of non-prescribed steroids by NSWPF employees is entirely unacceptable.
- Clearly articulate statutory obligations and procedures for random, targeted recall to duty and mandatory drug and alcohol testing of NSW police officers, special constables authorised to exercise the functions of a police officer and personnel who perform SSAA.
- Promote a safer work environment in accordance with corporate and statutory duty of care to all employees by a commitment to best practice workplace drug & alcohol testing.
- Encourage and promote the health, safety and integrity of all employees through education and positive enforcement of the Drug & Alcohol Policy Statement and Testing Procedures.
- Provide all employees access to support, guidance and professional advice on the Drug and Alcohol testing program to promote the highest standard of ethical conduct and integrity.
- Demonstrate a positive commitment to the pursuit of excellence in the field of workplace drug and alcohol testing, education, research and policy development.

Principles that underpin the Drug & Alcohol Policy Statement:

- There is no place in the NSW Police Force for any officer who purchases, uses or sells illegal drugs, or abuses prescription medication or non-prescribed steroids.
- Association with illicit drug users/suppliers render NSW police officers, special constables authorised to exercise the functions of a police officer or personnel who perform or are available to perform SSAA liable to drug testing.
- On duty random, targeted, mandatory, recall to duty or special follow up drug and alcohol testing on a 24 hour 7-day basis is a statutory obligation that may impose conditions on continuing employment as a NSW police officer.
- Drug and alcohol testing is intrinsically linked with the NSW Police Force commitment to Work Health & Safety and the requirement for all employees to exhibit a high standard of conduct, integrity and ethical behaviour.
- Action taken following non-compliance with policy or statutory obligations, such as counselling, rehabilitation or disciplinary action, including removal, is at the discretion of the Commissioner.

M J Fuller APM
Commissioner of Police

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