



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 NSW Police Force, its members, and the wider community.

The *Drug & Alcohol Policy Statement* applies to all members of the NSW Police Force. 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:

- Clearly define that the use of illicit drugs, abuse of prescribed medication, or the use of non-prescribed steroids by members of the NSWPF 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.
- Establish standards of acceptable behaviour if a member is required or permitted to use or consume alcohol whilst on duty.
- Promote a safer work environment in accordance with corporate, legislated, and statutory duty of care to all members by a commitment to best practice workplace drug & alcohol testing.
- Encourage and promote the health, safety, and integrity of all members through education and positive enforcement of the *Drug & Alcohol Policy Statement* and *Testing Procedures*.
- Provide all members of the NSW Police Force 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 member who purchases, uses or sells illegal drugs, or abuses prescription medication or non-prescribed steroids.
- Association with illicit drug users/suppliers renders NSW police officers, special constables authorised to exercise the functions of a police officer, and personnel who perform or are available to perform SSAA, liable to drug testing.
- Legislation authorises on duty, random, targeted, mandatory, recall to duty or special follow up drug and alcohol testing on a 24 hour 7 day a week basis
- Drug and alcohol testing is intrinsically linked with the NSW Police Force commitment to Work Health & Safety and the requirement for all members of the NSW Police Force 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.

Karen Webb APM
Commissioner of Police
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