Derbyshire Police and Crime Commissioner
Safer and Stronger Together
Protecting Communities Fighting Crime

The Office of the Police and Crime Commissioner for Derbyshire
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Derbyshire DE5 3RS

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FOI Request: 24/2026

I write in connection with your request for information received in the Office of the Police and Crime Commissioner for Derbyshire on the 12th October 2026. You asked the following questions:

> ***"If a member of staff were reasonably suspected of being under the influence of drugs or alcohol at work, what procedure would apply (for example removal from duty, referral to Occupational Health, any form of testing, or the disciplinary process), and is this set out in a written policy? If so, please provide a copy of the relevant section."***

I can confirm that the Office of the Police and Crime Commissioner for Derbyshire holds the information that you have asked for.

There is a specific HR policy, the '*Drugs, Steroid and Alcohol Misuse Policy*', which is owned by the Constabulary; however, the OPCC also complies with this.

While this policy isn't available for public disclosure, the Constabulary have provided the following information in response to your question:

'The Constabulary do carry out drug testing of staff and officers. Staff and officers are included in any random testing for drug and alcohol that is periodically arranged.

When a staff member or officer is suspected of being under the influence of drugs or alcohol, this would fall into the "with cause" testing procedures. For any with cause testing, this cannot be done on a single strand intelligence – there is an exception to this, should there be an immediate and obvious concern, then there can be consideration around completing a with cause test just on single strand intelligence. Testing for alcohol would clearly fall into this category. If there is limited intelligence available, there can still be consideration around the Constabulary speaking to the staff member, again together with support from their line manager/staff association representative – this would be to encourage self-referral for support through Occupational Health.

When information is received, it is evaluated by the Constabulary and should the need arise for a with cause test to be carried out, this will be completed with the staff member/officer.

Any testing for alcohol can be carried out "locally" using the Force approved hand-held device (the device used for roadside breath testing). This provides an indication of an amount of alcohol on the breath. There are 2 samples taken and it is the lower reading that is used.

For drugs, the testing is completed by an independent toxicology company, and the staff member/officer can be supported by their line manager or staff association representative if they choose. The sample is tested for an indication and then sent to the lab for further analysis in order to positively identify the drug found in the sample and the level. There can also be checks made in relation to medical exemptions.

Any refusal to comply with the testing – either alcohol or breath – would be assessed to decide whether there should be a formal misconduct investigation in respect of the refusal.

In terms of procedures which would apply, this would be dependent on the result of any testing. If there was a positive indication, there would be an assessment made of the result and decisions made around whether there was to be a formal misconduct investigation. Any removal from duty would be reviewed on the circumstances of the individual case.'"

If you are not satisfied with our response to your request, you are entitled to ask for an internal review of our decision. Any internal review needs to be submitted within two months of the date of receipt of this response and state why you are unhappy with the response. You can submit an internal review in the following ways:

- Emailing the OPCC Inbox –
  PCCOffice@Derbyshire.PNN.Police.UK or.

- Writing to the OPCC at –
  The Office of the Police and Crime Commissioner for Derbyshire
  Butterley Hall
  Ripley
  Derbyshire
  DE5 3RS

- By phone – 0300 122 6000 (as a reasonable adjustment under the Equality Act 2010).

If you are not satisfied with the outcome of the internal review under Section 50 of the FOIA you can apply directly to the Information Commissioner (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the internal review procedure provided by the OPCC. You can contact the ICO in the following ways:

- Online at the ICO –
  https://ico.org.uk/global/contact-us/ or;

- Writing to the ICO at –
  Information Commissioner's Office
  Wycliffe House
  Water Lane
  Wilmslow
  Cheshire
  SK9 5AF

Yours sincerely



Marie Romano
On behalf of the Police and Crime Commissioner