

FOI Ref: OPCC- 13 26/27

Request: Dated 12th October 2026

Request:

I would be grateful for one further piece of information, which please treat as a new request under the Freedom of Information Act 2000 (or the Freedom of Information (Scotland) Act 2002, as applicable):

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.

Response:

I can confirm that the information you request is held by the Office of the Police and Crime Commissioner (OPCC).

I would advise that the OPCC follows Dyfed Powys Police's policy on [Substance Misuse Policy | Dyfed-Powys Police](#)

The following section may be helpful to you in reference to procedure:

Colleagues

When an officer, member of staff or volunteer suspects that a colleague may have a substance misuse related problem, they should inform either their or the person's line manager, in confidence in line with the Standards of Professional Behaviour and Code of Ethics.

If the person causing concern is undertaking duties that are hazardous in nature and the suspected substance misuse increases risk associated with those duties, they must attempt to remove the risk and inform a supervisor without delay so that immediate steps can be taken.

Managers

Managers must be aware of this Policy and the associated procedure document. On becoming aware of a problem, managers should discuss the matter and offer sympathetic and confidential advice, support and guidance. In the absence of any obvious criminal or misconduct offences they should encourage their officers, staff and volunteers to seek assistance from the OHU. In all cases, managers must inform OHU (with the individual's consent) and submit a referral for follow up and an OHU risk assessment. Immediate steps must be taken to remove any associated risk factors. Managers still have a duty to investigate allegations of criminal and misconduct matters.

Where there is no evidence to suggest an individual has self-referred and managers are aware of the problem via a third party, referral to the PSD duty officer may be appropriate so that immediate action can be taken.

Next steps:

If you are dissatisfied with our response to your request, you have a right to an internal review conducted by someone who was not involved in the handling of your request. You can request a review by contacting our office through the following:

- Email: opcc@dyfed-powys.police.uk

This is a response under the Freedom of Information Act 2000 and disclosed in October 2026



- Phone: 01267 226440
- Online: [Dyfed-Powys Police & Crime Commissioner](#)
- Or through the post: Dyfed-Powys Police and Crime Commissioner, OPCC, PO Box 99, Llangunnor, Carmarthen Carmarthenshire, SA31 2PF

If you remain dissatisfied with the handling of your request following an internal review you have a right to appeal to the Information Commissioner's Office who can be contacted through the following methods:

- Online: [Make a complaint | ICO](#)
- Phone: 0303 123 1113

Live chat service: [Advice services for members of the public | ICO](#)