

Freedom of Information request reference number: 8496.1

Date of response: 15/03/2024

Request:

I would be grateful if you could provide the following information :-

- *Copy of your Drugs & Alcohol Policy for employees (if you have one)*
- *% of employees that have failed Drugs and Alcohol screening over a full year period 22/23 or 23/24 (if you do random testing for safety critical or all staff)*
- *What happens to employees that do fail Drugs and Alcohol testing (if applicable)*
- *What do you have in place to encourage employees to come forward with issues with drugs and alcohol*
- *What support do you provide employees that come forward with issues with drugs and alcohol*

Response:

Our drugs and alcohol policy is published here [LFB policy number 550 - Alcohol and drugs policy](#). This policy also covers what happens if employees fail drugs and alcohol testing.

The percentage of employees that have failed Drugs and Alcohol screening for 22/23 is shown on Page 27 of **LFC-23-059 People Services Bi-Annual Performance Report Q3-Q4 2022-23** which is published here <https://data.london.gov.uk/dataset/hr-statistical-abstract>. We do not yet have the data for the full year of 23/24.

To encourage employees to come forward with issues with drugs and alcohol and to support those that do come forward we have the following:

- Access to a full time Counselling and Trauma Service.
- Promotion of, and access to, the Fire Fighters Charity services.
- Signposting as part of:
 - Mental Health First Aid conversations.
 - Training interventions; Mental Health Awareness and Recognising and Managing Stress Anxiety and Depression.
 - Back of the toilet door poster campaign.
 - [LFB policy number 1002](#) - Mental Health: Promote, prevent and treat.
 - [LFB policy number 1005](#) - Supporting Health and Wellbeing policy.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>