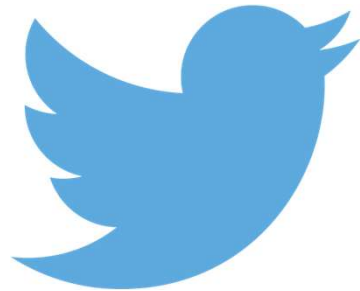




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Local Authority Drug and Alcohol case study scenarios





Background of the Scotland Fleet Network

- Scotland's Fleet Network sub-group began work on this at the end of 2023/ start of 2024
- APSE survey issued to Scotland fleet services across Scotland. Findings can be accessed [here](#)
- Findings highlighted a desire and need to continue this discussion and raise the profile of the importance of this type of policy across local authorities, particularly raising awareness of the impact on the local authority and the fleet managers.

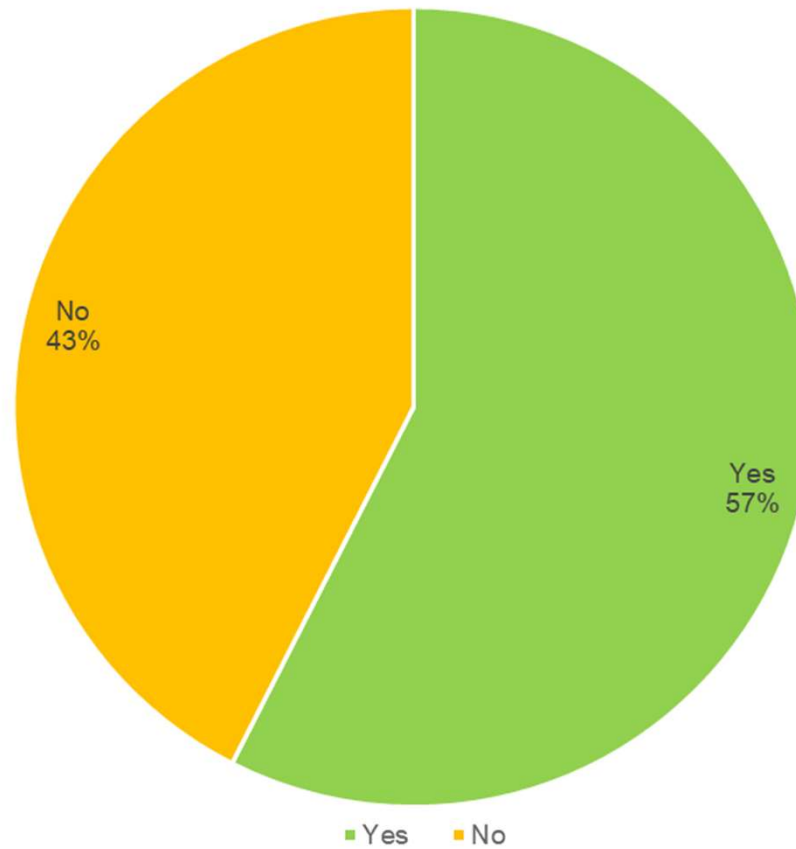


APSE national round table in 2025

- In February 2025 APSE held a [UK wide round table](#)
- Speakers at the event covered areas including the impact of risk, as well as HR considerations and a current working policy
- Approx 60 local authorities UK wide attended
- Post round table D&A survey was issued

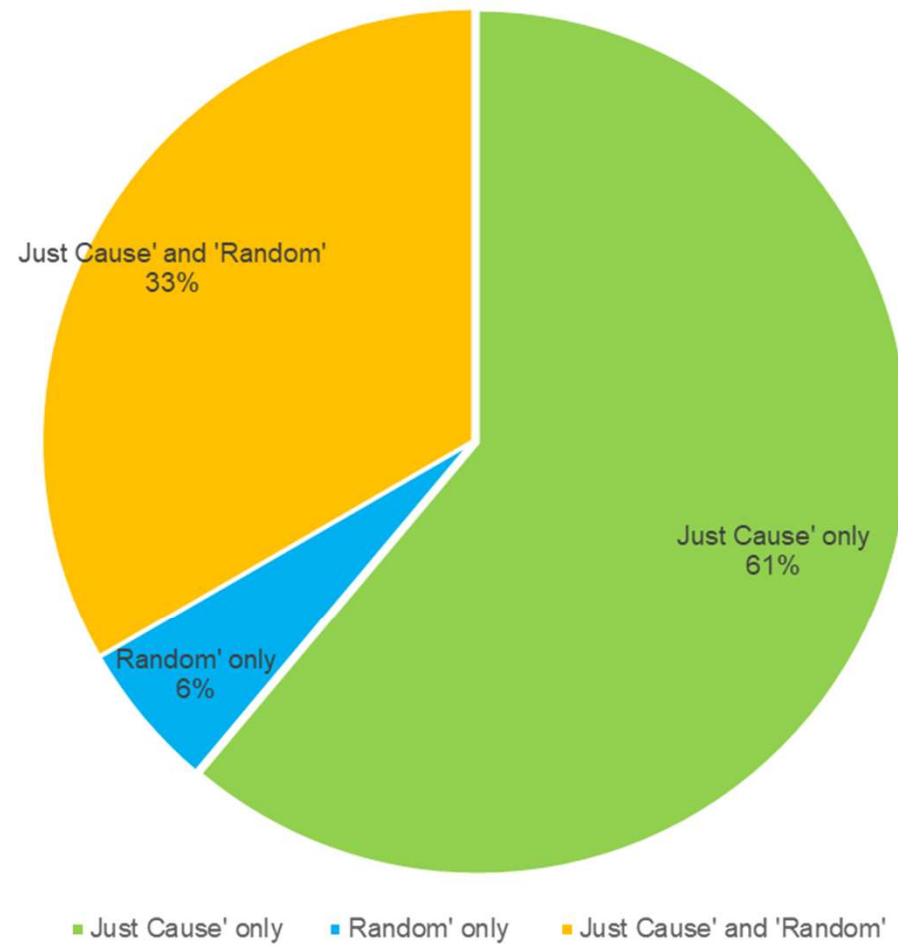


Do you currently have a Drug and Alcohol policy within your authority?



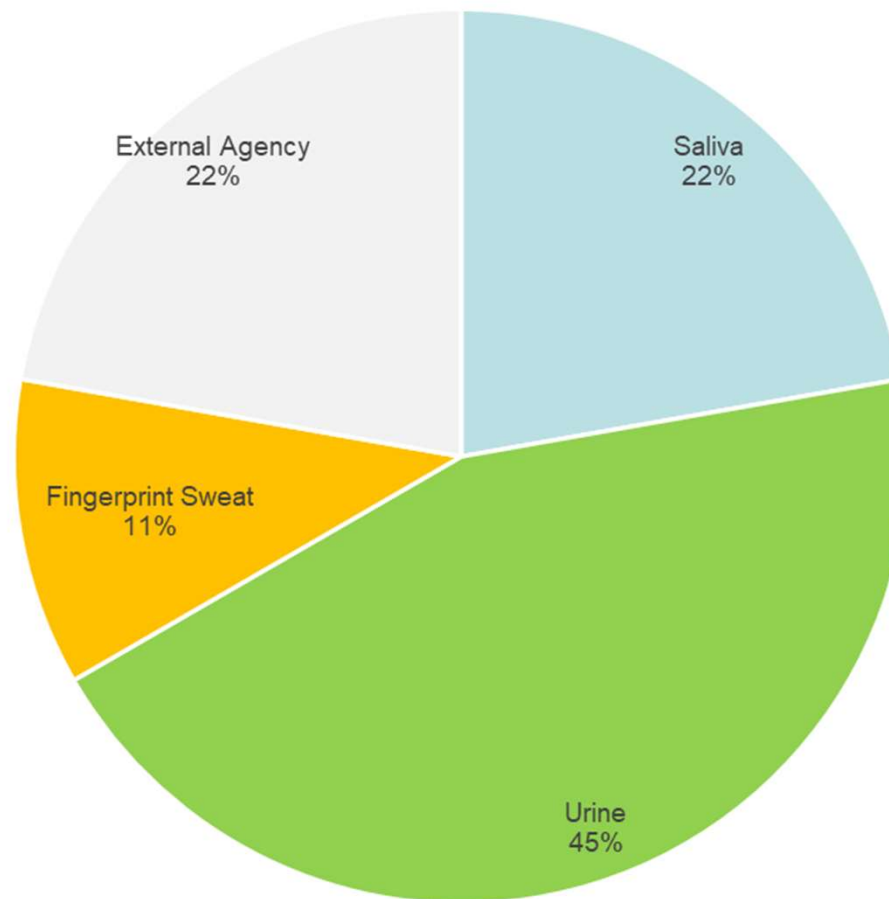


Is this 'Just Cause' and/or 'Random'?





Method of Testing



Saliva Urine Fingerprint Sweat External Agency



Local authority scenarios

- Real life examples of some of the challenges
- Have you encountered similar challenges?
- Assessing the risk by ensuring a policy supports and protects all could prevent this from happening in your authority



Local authority and the complex landscape

- Stakeholder agreement in terms of the type of policy
- Deciding on the type of testing regime
- HR considerations
- TU resistance in terms of the type of policy
- Key safe systems – including the driver
- Education
- Assessing the risks



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