



ISSN 2278 – 0211 (Online)

An Examination of Drug Consumption among the Royal Malaysia Police

Rashveen Kaur

Student, Department of Law, University Malaya, Malaysia

Gurumintarjit Kaur

Lecturer, Department of Social Science, Teacher Education Institute, Malaysia

Abstract:

Since the 1970s, there have been statistics and reports of illegal drug use by the Royal Malaysia Police. The Royal Malaysia Police has developed various methods for combatting the issue of dangerous drug consumption among its ranks. Exercising the powers conferred to the Royal Malaysian Police by the Police Act 1967 while being under the influence of dangerous drugs is detrimental to society and the safety of the nation. This paper will investigate the illegal consumption of drugs in the Royal Malaysian Police Force, the potential consequences, and the preventive measures available. It will also review methods implemented by other police forces that have been effective. The purpose of this paper is to analyze the current statistics of drug consumption among the Royal Malaysia Police and ascertain the effectiveness of the available preventive measures and legislation. The analysis is based on the review of existing literature and the latest measures taken in relation to illegal drug consumption in the Malaysian police force.

Keywords: Illegal drug use, royal Malaysia police, drug use statistics, preventive measures, law enforcement

1. Introduction

An operation conducted by the Royal Malaysia Police (RMP) codenamed “Ops Blue Devil” that commenced in 2019 resulted in 95 police officers testing positive during the first week of the operation.¹ Out of which, 86 tested positive for methamphetamine, 6 for opiates and amphetamines, 2 for cannabis and 1 for ketamine. Despite the successful detection and alarming numbers, the operation was discontinued.

There are two different research directions pertaining to the factors behind police drug consumption. Firstly, researchers like Storr et al. and Getz link drug consumption by working professionals to the stress level of the work.² Secondly, in contrast with this suggestion, Mensch and Kandel linked drug consumption among workers with more personal reasons and, thus, not related to the job of the consumer.³

The powers of police officers as provided in the Police Act 1967⁴ are much too broad to be carried out while under the influence of dangerous drugs. To curb this, police forces across the globe have implemented a number of different strategies. The New South Wales Police Force utilizes not only internal methods but also receives assistance from the Police Integrity Commission.⁵ Similarly, the police force of England and Wales established the Independent Office for Police Conduct⁶ However, these are not the only police forces with independent oversight bodies. Others, including Denmark, New Zealand, and Hong Kong, have also decided that an oversight body would be beneficial for monitoring police misconduct.

Not much research has been done to analyze drug consumption in RMP. This paper aims to examine the consumption of drugs by the RMP while scrutinizing the current framework in place and its deficiency. This paper also includes recommendations to assist the RMP in their internal drug war.

¹ Yap, W.X. (2019, Oct 01). 142 PDRM Officers Have Been Tested Positive For Drugs since August. *Says*. Retrieved from: <<https://says.com/my/news/bukit-aman-found-142-cops-tested-positive-for-drugs-in-ops-blue-devil>>. Site accessed on 12 November 2021.

² Storr, C.L, Trinkoff, A.M., Anthony, J.C. (1999). Job strain and non-medical drug use. *Drug Alcohol Depend.* 1999;55:45-51;

Getz, L. (2012). Treating professionals with substance use disorders. *Social Work Today.* 12(6):14.

³ Mensch BS, Kandel DB. (1998). Do job conditions influence the use of drugs? *J Health Soc Behav.* 29:169-84.

⁴ Police Act 1967 (Act 334) (Malaysia).

⁵ Police Integrity Commission. (2005, Sept). Operation Abelia Volume 2. *Parliament of NSW*. Retrieved from <https://www.parliament.nsw.gov.au/tp/files/44886/Operation%20Abelia_Volume_2.pdf>. Site accessed on 5 Oct 2021.

⁶ Vrieze, F.D. (2019). Independent oversight Institutions and regulatory agencies and their relationship to parliament. *Westminster Foundation for Democracy*. Retrieved from: <<https://www.wfd.org/what-we-do/resources/independent-oversight-institutions-and-regulatory-agencies-and-their>>. Site accessed on 25 January 2022.

1.1. Literature Review

The Dangerous Drugs Act 1952 regulates the consumption, trafficking and sale of opium, dangerous drugs and related materials. The most popular drugs of abuse in Malaysia are opioids such as morphine and heroin, along with amphetamine-like substances such as methamphetamine and ecstasy being on the rise⁷. The growing culture of clubbing also increased the consumption and distribution of a favoured club drug known as ketamine⁸.

In Malaysia, the police force is known as PDRM, short for Police Diraja Malaysia or the Royal Malaysia Police (RMP). The police are one of the most visible representatives of the government and are supposed to evoke a sense of security in the community. Society perceives PDRM as an image of discipline and integrity worthy of protecting the safety of the nation. The authors of *Disciplinary System in the Royal Malaysian Police Organization in Perak* emphasized the urgency for each and every member of PDRM to have a strong and sustainable level of discipline and disciplinary control in order to meet the demands of the community and the country⁹.

However, drug abuse among the police tarnishes the credibility of the force and raises the public's distrust towards them. To combat this, an operation codenamed 'Ops Blue Devil' was implemented during the reign of the previous Inspector-General of police, Tan Sri Abdul Hamid Bador, who was in office from the 4th of May 2019 to the 3rd of May 2021. According to Tan Sri Abdul Hamid, the operation commenced on the 13th of August 2019 and was conducted in every police contingent in the country¹⁰.

The Bukit Aman Narcotics Crime Investigation Department (NCID) director, Commissioner Datuk Mohd Khalil Kader Mohd, claimed that in a range of 80 days during the start of the operation, 184 police members tested positive for drugs, 161 of which tested positive for methamphetamine (syabu), making it the most popular drug among the police personnel who tested positive. Ops Blue Devil ensured inspections and urine tests were conducted at both the federal headquarters as well as the contingents¹¹.

According to section 19 of the Police Act 1967, every police officer is deemed to always be on duty when required to act as such¹². Equipped with vast powers, it is a complication if police officers are under the influence of drugs while or when expected to be carrying out their duties. In a press release given by Johor police chief, Datuk Ayob Khan Mydin Pitchay, it was reported that on the 8th of August 2021, during the Movement Control Order (MCO), 6 police officers were among those detained at a night club located in Taman Sentosa and admitted to taking drugs from an individual codenamed 'doctor'¹³. According to Datuk Mohd Azis Jamman, RMP's Integrity and Standard Compliance Department (JIPS) implemented a MyPS Indah rehabilitation program for those police members involved in drug abuse but were not charged in court¹⁴.

In regard to prevention, *The Malaysia Country Report on Drug Issues 2019* lists a drug-free workplace program under the scope of services in prevention¹⁵. The shocking number of over 300 police personnel caught under Ops Blue Devil should have encouraged the mission of ensuring a drug-free police force. Nonetheless, the operation is said not to be continued as of November 2021, with the last record of statistics being October 2021.

Toxidromes are a clinical fingerprint of exposure to a particular substance or group of substances¹⁶. This includes substances like opioids and hallucinogens. The consequences of toxidrome syndrome include the inability of certain functions of the brain, including inhibitory control, executive function and motivation¹⁷. For example, an uncontrolled high dosage of cocaine results in the augmentation of the sympathetic nervous system function¹⁸. This, in turn, like many other drugs, causes paranoia, seizures and irritability.

Such behavior by a police officer is dangerous to the individual and society. Evidently, more needs to be done to curb this prevalent issue. Operations such as Ops Blue Devil should be codified to ensure its continuity and effectiveness.

1.2. Research Objectives

This paper has six research objectives:

- To establish the prevalence of dangerous drug consumption among the RMP;
- To identify the factors and consequences of dangerous drug consumption among the RMP;

⁷ Singh D., Chawarski M.C., Schottenfeld R., Vicknasingama B.(2013). Substance abuse and the HIV situation in Malaysia. *J. Food Drug Anal.*;21:S46-S51. doi: 10.1016/j.jfda.2013.09.033.

⁸ United Nations Office on Drugs and Crime. Synthetic Drugs in East and South-East Asia-Trends and Patterns of Amphetamine-Type Stimulants and New Psychoactive Substances. *United Nations Office on Drugs and Crime*. Vienna, Austria: 2019.

⁹ ZaifaniJa'amin, M. J., Abdul Rahim, M. S., Abd Wahab, M. A., Shafei, M. I., Ahmad, M. H. (2020). *Disciplinary System in the Royal Malaysian Police Organization in Perak*, 19(12).

¹⁰ CNA. (2019, August 21). More than 100 Malaysian police officers tested positive for drugs: Police chief. *CNA*. Retrieved from: <https://www.channelnewsasia.com/asia/malaysia-policemen-test-positive-for-drugs-abdul-hamid-bador-867031>. Site accessed on 12 November 2021.

¹¹ Malay Mail. (2020, March 2). Police-Armed Forces collaboration to combat drug abuse among personnel. *Malay Mail*. Retrieved from: <https://www.malaymail.com/news/malaysia/2020/03/02/police-armed-forces-collaboration-to-combat-drug-abuse-among-personnel/1842786>. Site accessed on 12 November 2021.

¹² Police Act 1967 (Act 334) (Malaysia).

¹³ Lee, J. S. (2021, August 16). 3 police officers were charged with drug abuse. *Malaysia Trend*. Retrieved from: <https://www.malaysiatrend.com/3-police-officers-charged-for-drug-abuse/>. Site accessed on 12 November 2021,

¹⁴ Daily Express. (2019, November 13). 252 police personnel positive for drugs: Azis. *Daily Express*. Retrieved from: <http://www.dailyexpress.com.my/news/143225/252-police-personnel-positive-for-drugs-/>. Site accessed on 12 November 2021,

¹⁵ Ministry of Home Affairs. (2019). 2nd Meeting of the AIPA Advisory Council on Dangerous Drugs (AIPACODD) 12-15 March 2019. In *Malaysia, the country reports on drug issues in 2019*. Chang Mai.

¹⁶ Kirubakaran, J., Dhanaraju, M.D., (2019). "Toxidrome" A Review. 10.21276/sjmps.2019.5.3.7.

¹⁷ Fox, T.P, Oliver, G., Ellis, S.M., (2013). The Destructive Capacity of Drug Abuse: An Overview Exploring the Harmful Potential of Drug Abuse both to the Individual and to Society. *International Scholarly Research Notices*, vol. 2013, Article ID 450348, 6 pages, 2013. <https://doi.org/10.1155/2013/450348>

¹⁸ Gillis, R.A., Hernandez, Y.M., Erzouki, H.K., Raczkowski, V.F., Mandal, A.K., Kuhn, F.E., Dretchen, K.L. (1995, March). The sympathetic nervous system-mediated cardiovascular effects of cocaine are primarily due to a peripheral site of action of the drug. *Drug Alcohol Depend.* 37(3):217-30. doi: 10.1016/0376-8716(94)01087-2. PMID: 7796716.

- To examine the existing framework and strategies in place to combat drug consumption in the RMP;
- To study the strategies of other successful police forces in combatting drug consumption in the police force;
- To ascertain the deficiency of current implementations by the RMP to combat drug consumption in the force;
- To recommend implementations to overcome drug consumption among the RMP.

1.3. Research Questions

There are six research questions in this paper:

- Whether drug consumption in the RMP is an ongoing problem?
- What are the possible factors and consequences of drug consumption among the RMP?
- What are the existing frameworks and strategies in place to combat drug consumption in the RMP?
- What are the strategies of other successful police forces in combatting drug consumption in the police force?
- What are the deficiencies in the current implementations by the RMP to combat drug consumption in the force?
- What are potential implementations to overcome drug consumption among the RMP that can be recommended?

1.4. Scope of Research

1.4.1. Delimitations

This research paper includes strategies implemented by other police forces across the globe. However, the analysis of other police forces, aside from the New South Wales Police Force (NSWPF), focuses only on Independent Oversight Bodies. This is because New South Wales implemented a similar operation to Ops Blue Devil, Operation Abelia. Thus, it was valuable to examine the workings of the operation and the legislation of the NSWPF.

1.4.2. Limitations

This research paper is based on the statistics of police officers who tested positive for drugs in Malaysia, which are not readily available to the public. Taking this into account, one of the limitations of this research was the lack of easily available statistics and reports. Furthermore, the structure of the RMP force is complex and hard to understand. As such, the author was challenged to comprehend the inner workings of the police force structure.

Additionally, a significant limitation in this research is the word limit. Cutting down on valuable subtopics to reduce the word count did not allow the author to discuss a lot of things in depth, merely brushing the surface.

1.5. Research Methodology

This research was conducted using three research methodologies, which are as follows:

1.5.1. Library Research

The Tan Sri Professor Ahmad Ibrahim Law Library offered a variety of materials for writing this research paper. Resources were also collected from the Royal Malaysian Police College library in Cheras, Selangor, Malaysia.

1.5.2. Internet Research

The author was able to find further papers, journal articles, and commentary on smart contracts using internet databases and other academic websites. For instance, the author used Google Scholar, Lexis Nexis, and PubMed to look for pertinent journal articles. Newspaper articles on the internet also provided valuable insight on this topic.

1.5.3. Interviews

Interviews were conducted with five willing participants from the Narcotics Bureau. The interview process provided the author with an in-depth understanding of drug consumption among the Royal Malaysia Police. They also contributed to the writing of this paper as the topic of research is considered a sensitive topic that raises the public's distrust towards the police force.

1.6. Synopsis of Chapters

- Chapter 1 focuses on introducing the issue of dangerous drug consumption in the Royal Malaysia Police. This chapter describes the main focus of the research paper and sets out the research objectives and research questions to be pondered upon. It also contains the method of research, literature review, limitations and delimitations of this research paper, and the brief synopses of the included chapters.
- Chapter 2 begins by discussing the possible factors that drive police officers to consume drugs in the police force. The chapter then flows out to explain the consequences of a police officer consuming drugs on duty and what could potentially go wrong.
- In chapter 3, the history of drug consumption among the RMP is recounted briefly. It analyses the existing framework in place by the Royal Malaysia Police to combat this issue. Additionally, it also provides the procedures for drug detection and testing in the RMP.
- Chapter 4 examines drug consumption cases among the Australian Police. It discussed the New South Wales Police Force's effective strategies in combatting this issue. It further analyses independent oversight bodies for police in Denmark, the United Kingdom, the United States of America, New Zealand, Hong Kong and Malaysia.

- Chapter 5 outlines the deficiency of the RMP's strategies and techniques to combat drug consumption among their ranks. The author also suggests recommendations that could be utilized by the RMP in attempting to decrease the use of dangerous drugs among the RMP.

2. Factors and Consequences of Drug Consumption in the Royal Malaysian Police

2.1. Introduction

Since the 1970s, there have been reports of drug misuse among police officers. Statistics provide that between 1976 and February 1985, 411 officers, or about 0.59 percent of the force, were taken into custody on drug-related charges. According to data, the average amount of arrests made on members of the police force is 45 each year.

Police	411
Military	737
Government Employees	996
Civilians	68,163
TOTAL	70,307

Table 1: Arrests of the Police, Military Forces, Government Employees and Civilians under the Dangerous Drugs Act 1952 from 1976 to 1985 (February).

Source: Narcotics Crime Investigation Department

From the above statistics, it is found that the police force, which is the pillar of the country's resilience, has a very serious problem of drug abuse. Although the total amount of arrests is not that significant in contrast with the total arrests involving the public, the force is trained with high discipline, causing their involvement in drug abuse to be very threatening to the safety and security of the nation. There are certain factors that lead to police officers consuming drugs and the dangerous consequences that follow.

2.2. Current Statistics of Drug Consumption in the RMP

Dangerous drug consumption is still a serious issue in Malaysia¹⁹. In 2020 alone, the National Anti-Drug Agency Malaysia (NADA) arrested 20 643 drug addicts²⁰. In the past, statistics by NADA presented the greatest number of dangerous drug consumers to be working as general laborers. The statistics recorded service industry workers next in line, followed by agriculture, fisheries, sales and fifth in the hierarchy, the unemployed.²¹ Based on these statistics, dangerous drug consumers were illustrated as people from the lower socio-economic level.

Contrarily, recent statistics portray dangerous drug users as not only people from the lower socio-economic level but also people from various backgrounds, including adolescents, civil servants, tertiary education students and white-collar professionals.²² According to *Social Work Today*, in evolving times, those with professions that are high in stress and more susceptible to burnout, like doctors and social workers, are more likely to engage in dangerous drug consumption²³.

¹⁹ Scorzelli, J.F. (2009). Has Malaysia's drug rehabilitation effort been effective? *Int J Psychosoc Rehabil*.13 (2):21-4.

²⁰Department of Statistics Malaysia Official Portal. (2021, November 25). Crime Statistics Publication, 2021. *Department of Statistics Malaysia Official Portal*. Retrieved from: <https://www.dosm.gov.my/v1/index.php/index.php?r=column/cthemByCat&cat=455&bul_id=eHE0eGZWSmNROG1BbHR2TzFvZzZxQT09&menu_id=U3VPMldoYUxzVzFaYmNkWXZteGduZz09>. Site accessed on 26 May 2022.

²¹ National Anti-Drug Agency. (2010). Laporan dadah Disember. *Ministry of Home Affairs, Policy, Planning and Research Department*. Retrieved from: <http://www.adk.gov.my/html/laporandadah/Disember%202010.pdf>. Site accessed on 20 March 2022.

National Anti-Drug Agency. (2011). Laporan dadah bulan Disember. *Ministry of Home Affairs, Policy, Planning and Research Department*. Retrieved from: <http://www.adk.gov.my/html/laporandadah/2011/Laporan%20Dadah%20Bulan%20Disember%202011.pdf>. Site accessed on 20 March 2022.

National Anti-Drug Agency. (2012). Laporan dadah tahun. *Ministry of Home Affairs, Policy, Planning and Research Department*. Retrieved from: <http://www.adk.gov.my/html/laporandadah/2012/Laporan%20Dadah%20Dis%202012.pdf>. Site accessed on 20 March 2022.

National Anti-Drug Agency. (2013). Laporan dadah bulan Disember. *Ministry of Home Affairs, Policy, Planning and Research Department*. Retrieved from: <<http://www.adk.gov.my/html/laporandadah/2013/Laporan%20Dadah%20Bulan%20Disember%202013.pdf>>. Site accessed on 20 March 2022.

²² Priya, S.S. (2013, Aug 30). These days, addicts aren't just homeless runaways. *The Star*. Retrieved from: <http://www.thestar.com.my/News/Community/2013/08/20/A-change-in-profile-These-days-addicts-arent-just-homeless-runaways.aspx>. Site accessed on 20 March 2022.

²³ Getz, L. (2012). Treating professionals with substance use disorders. *Social Work Today*. 12(6):14.

Row Labels	AGT	PEG	Grand Total
JOHOR	72		72
KEDAH	32	1	33
KELANTAN	22	1	23
KUALA LUMPUR	60	5	65
MELAKA	5	1	6
NEGERI SEMBILAN	18	1	19
P.PINANG	14	1	15
PAHANG	12	1	13
PERAK	41		41
PERLIS	4	1	5
SABAH	14		14
SARAWAK	14	3	17
SELANGOR	72	2	74
TERENGGANU	10	2	12
Grand Total	390	19	409

Table 2: Officers Tested Positive for Drugs by Rank Jan-Dec 2021
Source: Narcotics Crime Investigation Department

Table 2 shows officers that tested positive for drugs between January and December of 2021 when divided into anggota (lower rank) and pegawai (higher rank), showed a majority of those who tested positive were of the lower ranks.

2.3. Factors of Drug Consumption in the RMP

2.3.1. Work Stress

Storr C.L. discovered that increased levels of work stress were linked to increased usage of drugs not prescribed by a doctor.²⁴ In *Psychosocial Dimensions of Work and The Risk of Drug Dependence among Adults*, it was discovered that working adults in metropolitan areas of the United States in professions that require a combination of high physical demands and have poor decision-making power or skill discretion had a five-fold higher chance of developing drug dependency compared to workers in positions of less physical demand²⁵.

When it comes to low decision-making, the hierarchy of the police system demonstrates greater decision-making power among the higher ranks than the lower ranks. The specific roles of each police officer are determined by rank.

Lower Rank (Pegawai Rendah Polis)
Constable (KONST)
Lance Corporal (L/KPL)
Corporal (KPL)
Sergeant (S/N)
Sergeant Major (SM)
Sun-Inspector (SI)
Senior Police Officers (Pegawai Kanan Polis)
Probationary Inspector (P/I)
Inspector (INSP)
Assistant Superintendent of Police (ASP)
Deputy Superintendent of Police (DSP)
Superintendent of Police (SUPT)
Assistant Commissioner of Police (ACP)
Senior Assistant Commissioner of Police (SAC)
Deputy Commissioner of Police (DCP)
Commissioner of Police (CP)
Deputy Inspector General of Police (DIG)
Inspector General of Police (IGP)

Table 3: Hierarchy of the Royal Malaysia Police by Rank
Source: Interviewee B

The job scope of the lower-ranking officers is listed as 'general policing and crime prevention.' They are the ones dispatched to patrol the streets and borders and are responsible for arresting criminals. These ranks are generally given the task of assisting the higher-ups with investigations. The higher-ups are the ones that are charged with the decision-making of the police force, allocating resources and making big decisions²⁶. Thus, the lower ranks have low decision-making authority when it comes to their job.

²⁴ Storr, C.L., Trinkoff, A.M., Anthony, J.C. (1999). Job strain and non-medical drug use. *Drug Alcohol Depend.* 1999;55:45-51.

²⁵ Muntaner, C., Anthony, J.C., Crum, R.M. (1999). Psychosocial dimensions of work and the risk of drug dependence among adults. *Am J Epidemiol.* 142:183-90.

²⁶ Kyle Iman. (2021, March 4). Inside Pdrms Rank System: What Each Star and Stripe on Their Uniforms Mean. *Cilisos.my*. Retrieved from: <https://cilisos.my/inside-pdrms-rank-system-what-each-star-and-stripe-on-their-uniforms-mean/>. Site accessed on 26 May 2022.

Getz L. is of the opinion that working professionals with high-stress careers and burnout are more prone to drug consumption in order to relax and maintain work schedules.²⁷ In research in the United Kingdom, an observation that was made on illegal drug use by the police was that the officers who consumed drugs tended to be young and had not served for long.²⁸ This can be linked to the lack of psychological training given to the new recruits before being thrust into the force.

The RMP recruitment process includes two separate urine tests for drug detection. One is conducted before the first interview, and the second is conducted after the completion of 6 months of training in Pusat Latihan Polis (PULAPOL) for the Constable post and 9 months of training for the Inspector post. Thus, it can be deduced that the new recruits enter the police force clean of drugs and without any such addiction, considering they have to stay clean for more than 6 months.

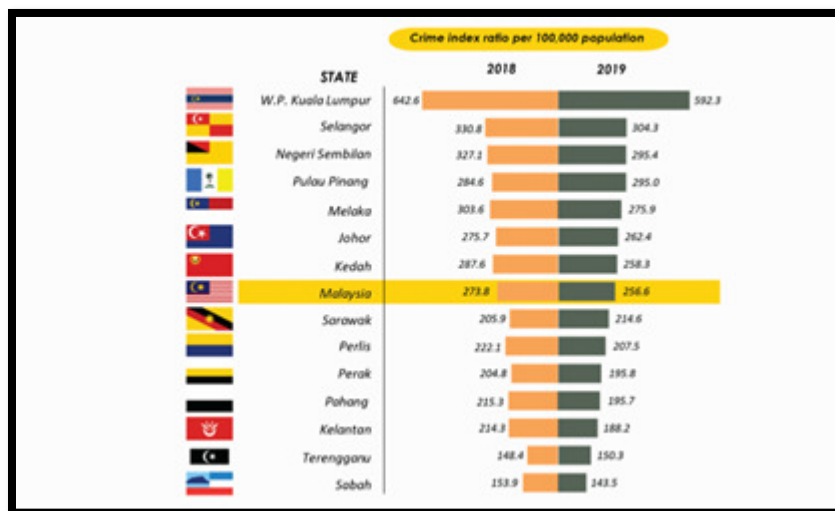


Figure 1: Crime Index Ratio per 100,000 Population by State in Malaysia (2018 And 2019)
Source: Interviewee E

In figure 1, it is noticeable that the crime rate index by state provides that Kuala Lumpur, the capital state has the highest crime rate among all states in Malaysia. Thus, it can be deduced that the police officers posted in Kuala Lumpur are exposed to more criminal activity.

State	Total
Johor	25
Kedah	12
Kelantan	11
Kuala Lumpur	42
Melaka	3
Negeri Sembilan	10
Pahang	11
Perak	20
Perlis	4
Pulau Pinang	11
Sabah	6
Sarawak	10
Selangor	28
Terengganu	3
Grand Total	196

Table 4: Police Officers Tested Positive in Malaysia by State (Jan to 25th October 2021)
Source: Narcotics Crime Investigation Department

Table 4 shows that the total number of police officers tested in Malaysia by state from January to 25th October, 2021 was 196. It is provided that the state with the highest number of positive tests was Kuala Lumpur. Linking this statistic with the crime index, which also showed the highest crime rate to be Kuala Lumpur, it can be deduced that a high level of job stress and physical demands of the job may affect the risk of drug dependency among the RMP.

2.3.2. Personal Reasons

²⁷ Getz, L. (2012). Treating professionals with substance use disorders. *Social Work Today*. 12(6):14.

²⁸ Wilson, D., Ashton, J., Sharp, D. (2001). What everyone in Britain should know about the police. London: Blackstone Press Ltd.

Contrarily, Mensch B.S. and Kandel D.B. were of the opinion that personal characteristics and not the working environment caused drug dependency among workers.²⁹ There are a multitude of factors for drug use among adults, including mental health issues and self-medication to deal with pain or anxiety³⁰.

Firstly, to feel good: Some drugs are used to complement the environment or an occasion; for example, a person might use cocaine or an amphetamine-type stimulant to boost their energy during a nightclub visit. Others may use booze or cannabis to unwind after work or to relieve tension. Drugs can result in really enjoyable experiences.³¹ The ensuing effects that follow this initial pleasure depend on the medicine being taken.

The high from stimulants like cocaine is followed by feelings of strength, self-assurance, and enhanced energy. Opioids like heroin, on the other hand, generate euphoria that is followed by feelings of relaxation and fulfilment³². Nonetheless, after a while, your brain's feel-good regions get used to the drugs. The consumer would need to take more of the drug to get the same high. Soon, just to feel normal, the brain and body would need the drugs.

Secondly, mental health problems and stress: In *Part 1: The Connection Between Substance Use Disorders and Mental Illness*, individuals with substance use disorders are frequently diagnosed with mental illnesses, and vice versa³³. Ross S, in a survey done by Ross S and Peselow E, over half of those with mental illnesses also have a substance abuse problem³⁴. This link between mental illnesses and substance abuse was also established in a similar survey conducted in *Integrated Treatment of Substance Use and Psychiatric Disorders*³⁵.

Based on data from a representative sample, prescription opioid usage for non-medical purposes was more prevalent in those with mental, personality, and substance use problems.³⁶ To feel less apprehensive, some people who suffer from social anxiety, stress, or depression turn to drugs. According to conducted research, 43% of persons seeking treatment for nonmedical use of prescription medicines have a diagnosis or symptoms of mental health issues, notably sadness and anxiety³⁷.

2.3.3. Undercover Police Officers Partaking in Drug Consumption

In the case of *PP v Rosli bin Rikidin*³⁸, the court utilized the 7th edition Black's Law Dictionary to define an agent provocateur. It was provided that "an agent provocateur" is "(1) An undercover agent who instigates or participates in a crime to expose and punish criminal activity, often by infiltrating a group involved in suspected illegal conducts; (2) A person who entraps or entices another to break the law and then informs against the other as a lawbreaker".³⁹

The RMP's Special Actions Unit is a tactical unit. It serves as a high-level national tactical force, with members conducting undercover and covert missions⁴⁰. The United Nations Convention against Transnational Organized Crime (UNTOC) 2000⁴¹ authorizes states to utilize special investigations by amending their domestic legislation⁴².

The guidelines and rules for undercover police vary from state to state and country to country. In the United Kingdom, a rulebook covering the behaviour of undercover police officers in England and Wales, as well as how they are overseen, was published in 2016⁴³. For undercover cops, narcotics are off-limits. Covert cops can only use drugs with suspects if it is "necessary and reasonable." In the 80-page document, the rules also say that using narcotics as a covert unit technique is not permitted. That isn't to say it isn't a possibility. According to the standards, if an officer takes pharmaceuticals to combat an imminent threat, they should only do so to the amount necessary to lessen that threat⁴⁴.

²⁹ Mensch, B.S., Kandel, D.B. (1998). Do job conditions influence the use of drugs? *J Health Soc Behav.* 29:169–84.

³⁰ Nora D. Volkow, M.D. (2020). How Science Has Revolutionized the Understanding of Drug Addiction. *National Institute on Drug Abuse*. Retrieved from: <https://nida.nih.gov/publications/drugs-brains-behavior-science-addiction/drug-misuse-addiction>. Site accessed on 26 May 2022.

³¹ United Nations Office on Drugs and Crime. (2018). Why People Use Drugs. *United Nations Office on Drugs and Crime*. Retrieved from: https://www.unodc.org/documents/nigeria/Fact_sheet_02_Why_people_use_drugs.pdf. Site accessed on 26 May 2022.

³² United Nations Office on Drugs and Crime. (2020, May 26). The Science of Drug Use: A Resource for the Justice Sector. *United Nations Office on Drugs and Crime*. Retrieved from: <https://nida.nih.gov/drug-topics/criminal-justice/science-drug-use-resource-justice-sector>. Site accessed on 26 May 2022.

³³ United Nations Office on Drugs and Crime. (2020, April 13). Part 1: The Connection between Substance Use Disorders and Mental Illness. *United Nations Office on Drugs and Crime*. Retrieved from: <https://nida.nih.gov/publications/research-reports/common-comorbidities-substance-use-disorders/part-1-connection-between-substance-use-disorders-mental-illness>. Site accessed on 26 May 2022.

³⁴ Ross S, Peselow E. Co-occurring psychotic and addictive disorders: neurobiology and diagnosis. *Clin Neuropharmacol.* 2012; 35(5): 235-243. doi:10.1097/WNF.0b013e318261e193.

³⁵ Kelly TM, Daley DC. Integrated Treatment of Substance Use and Psychiatric Disorders. *Soc Work Public Health.* 2013; 28(0):388-406. doi:10.1080/19371918.2013.774673.

³⁶ Katz C, El-Gabalawy R, Keyes KM, Martins SS, Sareen J. Risk factors for incident nonmedical prescription opioid use and abuse and dependence: results from a longitudinal nationally representative sample. *Drug Alcohol Depend.* 2013;132(1-2):107-113. doi:10.1016/j.drugalcdep.2013.01.010

³⁷ Goldner EM, Lusted A, Roerecke M, Rehm J, Fischer B. Prevalence of Axis-1 psychiatric (with focus on depression and anxiety) disorder and symptomatology among non-medical prescription opioid users in substance use treatment: systematic review and meta-analyses. *Addict Behav.* 2014;39(3):520-531. doi:10.1016/j.addbeh.2013.11.022.

³⁸ *PP v Rosli bin Rikidin* [2007] 4 MLJ 377.

³⁹ Garner, Bryan A., and Henry Campbell Black. *Black's Law Dictionary*. 7th ed. St. Paul, Minn.: West Group, 1999.

⁴⁰ Shamsul Afkar bin Abd Rahman. (2013). History of Special Operations Forces in Malaysia. (Thesis, Naval Postgraduate School).

⁴¹ UN General Assembly, United Nations Convention against Transnational Organized Crime: resolution adopted by the General Assembly, 8 January 2001, A/RES/55/25. Retrieved from: <<https://www.refworld.org/docid/3b00f55b0.html>>. Site accessed on 26 May 2022.

⁴² Wasawat Chawalitthamrong (2018). Combating Illicit Drug Trafficking by Undercover Operations. *The United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders*. Retrieved from: <https://www.unafei.or.jp/publications/pdf/RS_No106/No106_6_VE_Chawalitthamrong.pdf>. Site accessed on 6 Dec 2021.

⁴³ Dominic Casciani. (2016, June 29). Undercover police 'rulebook' published for the first time. *BBC News*. Retrieved from: <<https://www.bbc.com/news/uk-36655666>>. Site accessed on 26 May 2022.

⁴⁴ Press Association. (2016, June 29). Sex and drugs are off-limits for undercover police. *The Guardian*. Retrieved from: <<https://www.theguardian.com/uk-news/2016/jun/29/sex-drugs-off-limits-undercover-police-guidelines>>. Site accessed on 26 May 2022.

In Portland, Oregon, the guideline for undercover police is provided for in 0640.95 Undercover Safety and Operation Procedures⁴⁵. Guideline (a) states that as part of their covert work, officers will never consume controlled narcotics. In the event that the undercover member is forced to use controlled substances, he or she should resist. If the suspect persists, the member will remove themselves from the situation and cut off contact. Informants and undercover operations are deemed to be critical to effective police drug enforcement⁴⁶. Covert police often involve deception, which leads to participation in what appears to be illicit activity. In Malaysia, there are no such guidelines for undercover police available.

2.4. Consequences of Drug Consumption among the RMP

The most popular drug consumed in Malaysia is Methamphetamine (Meth), a highly addictive stimulant. Meth is listed as a dangerous drug under ACT 234 Dangerous Drugs Act 1952 (REVISED 1980). Some of the significant effects of meth consumption are increased anxiety, insomnia, aggressive tendencies, paranoia, and hallucinations. This contradicts the expected characteristics of a police officer. Mastrofski (1999) articulated six dimensions of service quality in policing⁴⁷:

- Attentiveness,
- Reliability,
- Responsiveness,
- Competence,
- Manners and
- Fairness

Carter D.L. observed that it was a well-known habit for off-duty officers to indulge in illegal drugs recreationally, and this, in turn, would lead them to misconduct, such as confiscating drugs for their own personal use.⁴⁸ The unlimited power of the police, as sanctioned in part 7 of the police act 1967, is much too dangerous to be carried out while under the influence of dangerous drugs.⁴⁹

Under section 85 of the police act, a police officer is permitted to carry arms.⁵⁰ The effects of drug use, such as aggression, hallucinations and mood swings, may lead to dangerous situations, especially when the drug user is permitted to carry arms. This affects not only the safety of the public but also the safety of the police officer. This was seen in 2016 when a police officer in the Philippines who was high on drugs brandished his service pistol inside the Manila Police District (MPD) headquarters and threatened the people around him while firing multiple gunshots.

The former Malaysian police chief similarly noted that "*personnel involved in drug abuse were also suspected of committing extortion and bribery, with foreign workers as their victims.*"⁵¹ Referring to Donovan & Ho, some of the issues that could arise when there is drug use at the workplace include: "*mistakes, accidents and injuries, damage to workplace equipment, absenteeism, a decrease in productivity and reputational damage.*"⁵²

In order to consume illicit narcotics, whether while on or off duty, an officer must have gotten them illegally. This weakens their position, leaving them open to illegal approaches and in danger of committing more serious misconduct. Officers' desire to do their duty in regard to drug law enforcement may be diminished by personal drug usage. The duty to maintain and enforce the law, the authority to make arrests, and the capacity to deny individuals their freedom set police officers apart from other members of the community.

While on duty, police officers are also frequently in contact with drugs, being in the line of crime prevention. Police officers with a drug addiction may be tempted to steal confiscated drugs for their own use. This was illustrated in the Californian case of Sergeant Donald Dinnell.⁵³ In this case, after allegedly robbing a drug suspect, ingesting the drugs while on duty, and then driving his patrol cruiser while under the influence, Sergeant Donald Dinnell, a 19-year veteran of the Fresno Police Department, was faced with criminal charges. This goes to prove that drug consumption among police officers is a threat not only to the officer himself and the civilians but also to the duty of the police in the prevention of dangerous drugs.

⁴⁵ Undercover Safety and Operation Procedures (Policy 640.95) (The City of Portland, Oregon).

⁴⁶ Mark A.R. Kleiman. (1989). The Police and Drugs. *Perspectives on Policing*, 11. Retrieved from: <<https://www.ojp.gov/pdffiles1/nij/117447.pdf>>. Site accessed on 26 May 2022.

⁴⁷ Mastrofski, S. (1981). Surveying Clients to Assess Police Performance Focusing on the Police-Citizen Encounter. *Evaluation Review - EVALUATION REV.* 5. 397-408. 10.1177/0193841X8100500308.

⁴⁸ Carter, D.L. (1990). Drug-related corruption of police officers: A contemporary typology. *Journal of Criminal Justice*. Volume 18, Issue 2. Pages 85-98, ISSN 0047-2352. DOI: [https://doi.org/10.1016/0047-2352\(90\)90028-A](https://doi.org/10.1016/0047-2352(90)90028-A).

⁴⁹ Police Act 1967 (Act 334) (Malaysia) part 7.

⁵⁰ Police Act 1967 (Act 334) (Malaysia) s 85.

⁵¹ Bernama. (2019, Aug 21). Ops Blue Devil: More than 100 cops test positive for drugs. *New Straits Times*. Retrieved from: <<https://www.nst.com.my/amp/news/nation/2019/08/514716/ops-blue-devil-more-100-cops-test-positive-drugs>>. Site accessed on 26 May 2022.

⁵² Donovan & Ho. (2017, May 22). Drug and Alcohol Abuse at the Workplace. *Donovan & Ho*. Retrieved from <<https://dnh.com.my/drug-and-alcohol-abuse-at-the-workplace/>>. Site accessed on 26 May 2022.

⁵³ Press Association. (2022, March 2). Fresno Sergeant Accused of Stealing, Taking Drugs on Duty. *US News*. Retrieved from: <<https://www.usnews.com/news/best-states/california/articles/2022-03-02/fresno-sergeant-accused-of-stealing-taking-drugs-on-duty>>. Site accessed on 26 May 2022.

2.5. Conclusion

Thus, various factors can be linked to why officers consume drugs. The issue of drug consumption among the RMP may lead to serious consequences, and this should be one of the motivations behind efforts to eradicate it.

3. Procedure and Detection of Drug Consumption

The RMP's commanders have continued to take numerous measures to eradicate dangerous drug consumption within their ranks. Ongoing efforts have been made to prevent and curtail drug addiction among its members, as well as to overcome and enhance the team's deficiencies as they arise.

The Occupational Safety and Health Act of 1994 ("OSHA") mandates that employers protect their employees' safety, health, and welfare at work to the greatest extent possible. Employers are not required by OSHA to design and implement policies regarding alcohol and drug-related issues.⁵⁴ Nonetheless, it is debatable whether the duty to guarantee the safety and health of employees is broad enough to address drug consumption concerns.

Although 'Ops Blue Devil'⁵⁵ was discontinued, there have been other ways of detection and steps taken by the police force to remedy this issue.

3.1. Guidelines to Detect Drug Consumers among the RMP

3.1.1 History of Guidelines to Detect Drug Consumers among the RMP

The first serious effort to combat drugs in the RMP began in 1976 when the Public Service Department (PSD) of Malaysia issued Service Circular No. 9, containing regulations regarding personnel of the police force who are involved in drug consumption. The Royal Malaysian Police completely implemented Confidential NP/7040/(30) dated 11 September 1976, entitled "Regulations on Government Officials Participating in Drug Activities." According to this circular, the government gave a three-month period for the officers to make a confession to the various Heads of Department.

Officers who came forward to seek medical treatment or rehabilitation at a registered rehabilitation institution were granted sick leave under General Order Chapter C.17. They would not face disciplinary action unless they were found guilty by court proceedings. Any officer discovered to be engaging in drug misuse activities after the three-month period has expired may be subject to disciplinary action, including dismissal.

The RMP took strong action against any of its members who were involved in drug misuse after the three-month period had expired. Strict measures had been taken against those concerned, including the termination of their jobs in accordance with Service Circular No. 9/1979 and IGP (PR) directive 42 dated August 28, 1978.

3.1.2. Current Guidelines to Detect Drug Consumers among the Royal Malaysia Police

Every gazetted officer, inspector, low-ranking member, constable, and government servant must make a similar confession and promise of allegiance. The acknowledgement is included in the Pledge Form that was sent out. These pledge forms are stored in the office of the members at the Headquarters or the Contingent.

The administrative instructions dated 26 September 2016, BIL 7/2016, titled "*Addiction And Abuse Of Dangerous Drugs Among Senior Police Officers, Junior Police Officers And Public Police Officers Of Royal Malaysia Police*". This set of instructions provided the seriousness of the issue in the RMP and instructed the practice of appealing to the Deputy Public Prosecutor for an officer not to be charged in court for testing positive for dangerous drugs on the grounds of the officer being a good worker to be put to a stop.

The administrative instructions dated 23 August 2019, BIL 6/2019, titled "*Parallel Disciplinary Investigations on Senior Police Officers/ Junior Police Officers/ Public Officers Suspected of Engaging in Dangerous Drug Activities*." These instructions contain a certificate form to be filled and signed by a government medical officer who tests a police officer suspected of dangerous drug consumption.

3.1.3. Testing and Detection

3.1.3.1. Actions during Recruitment

All potential constables, inspectors, and gazetted officers must be screened by the interview and recruitment board. During the physical exam, while doing this examination, board members are also obligated to check the potential trainee's physique for symptoms that he or she may be a drug addict. Examining the individual's style and movements is also taken into consideration.

During the interview test, while completing this test, board members must also watch the suspect's behaviour and how he or she responds to all questions and enquiries. If a person exhibits behaviours that suggest he or she is a drug addict, special attention is paid to them. When a drug addict is suspected, his or her personality usually alters. All prospective trainees suspected of being drug addicts must be transferred to the hospital for confirmation from a government doctor after the examination and observation.

While in training, to guarantee that trainees are not involved in drug usage, the following procedures are taken at the training centres.

⁵⁴ The Occupational Safety and Health Act of 1994 (Act 514) (Malaysia) s 15.

⁵⁵ The Official Portal of Royal Malaysia Police. (2019, Dec 12). Forum Op Blue Devil Kupas Isu Salah Guna Dadah. *The Official Portal of Royal Malaysia Police*. Retrieved from: <<https://rmp.gov.my/arkib-berita/berita/2019/12/12/forum-op-blue-devil-kupas-isu-salah-guna-dadah>>. Site accessed on 26 May 2022.

Firstly, the body and belongings of the trainee must be examined. On the first day, the trainees report to the officer or coach, who will examine the trainees' complete bodies, jewellery, and clothing to ensure they are free of narcotics. This inspection is conducted on a regular basis by officers, coaches, or officers on duty to prevent trainees from using drugs.

Secondly, restrictions on Exit from PULAPOL or Police Colleges for Trainees in Training: The PULAPOL policy of keeping trainees inside training grounds is still in effect. Officers or instructors keep a tighter grip on the trainees so they do not meet anyone from the outside world.

Thirdly, trainees will be examined after receiving visitors: When trainees receiving training get visitors from outside for whatever vital purpose, the trainee is monitored by the duty officer or coach as soon as the visitor returns. Visitors will be unable to sneak drugs into the country if this measure is taken.

Fourthly, urine tests: PULAPOL and police colleges have the necessary equipment and facilities to undertake drug testing. This equipment comprises a urine tester that medical experts in PULAPOL and trained officers in police colleges believe is practical and easy to use. Urine that is suspected of containing narcotics is sent to a doctor or hospital nearby for confirmation.

Fifthly, commanders take action against drug addicts. When the PULAPOL commander or the commanding officer of the police college learns that a trainee is consuming drugs, disciplinary action is conducted immediately. When the trainee is convicted of drug consumption, a report is sent to the headquarters. This permits the action to end the trainee's service.

3.2. Signs of Drug Consumption among the Royal Malaysia Police

Collins and Lapsley listed the common symptoms of drug consumption to be panic attacks, hazy vision, unsteady stride, fear, heavy sweating, irritability, weakness, and elevated heart rate.⁵⁶

3.2.1. Absenteeism

Based on research conducted by Duraisingam, Pidd, and Roche⁵⁷, when compared to non-drug users, drug users are twice as likely to be absent. This research also provided that in 2009, a total of 7,400,000 workdays had been missed as a result of drug use. It was also hypothesized that the true number could be substantially higher because most cases of illegal substance addiction go unreported.⁵⁸

3.2.2. Loss of Productivity

Due to the impact of drugs, on-the-job productivity would be significantly reduced if an employee uses them. Some cause drowsiness, while others cause irritability and hyperactivity.⁵⁹ If an employee exhibits either of these symptoms, production will be delayed because they will be unable to concentrate, and their Omega-3 levels will be depleted, preventing them from giving their full attention to the task at hand.

3.2.3. Interview Guidelines Signs

In the police Guidelines titled "*Knowing an Addict*", sheet F lists down a number of signs of drug consumption to assist the interview Board.

3.3. Control and Guidance

3.3.1. Drug Discipline Control System (SKDD)

To prevent this evil so that the police force remains respected by the public, the Drug Disciplinary Control System (SKDD) was established.⁶⁰ This system was established in PULAPOL and police colleges and subsequently in all police formations.

This approach is designed to create a control system in which a senior low-ranking member is assigned the task of supervising a small group of constables for the following reasons:

- Offer constables with advice as well as disciplinary supervision in order for them to remain disciplined. This includes conduct observation and reprimand, as well as suitable job attire and life coaching;
- Maintain an intermediary system at all times to ensure that positive relationships are developed among team members at all levels. Every order or instruction can be sent to a lower level via this relationship. Likewise, all challenges and guidance from lower levels in terms of welfare and employment can be brought to the attention of upper authorities;

⁵⁶ Collins, D.J., Lapsley, H.M. (2008). Drug in the Workplace. (2008). The costs of tobacco, alcohol and illicit drug abuse to Australian society in 2004/05. Canberra: Australian Government Department of Health and Ageing. Retrieved from: https://aodknowledgecentre.ecu.edu.au/key-resources/publications/13206/?title=The+costs+of+tobacco%2C+alcohol+and+illicit+drug+abuse+to+Australian+society+in+2004%2F05&contentid=13206_1. Site accessed on 6 May 2022.

⁵⁷ Duraisingam, Vinita & Pidd, Ken & Roche, Ann. (2009). The impact of work stress and job satisfaction on turnover intentions: A study of Australian specialist alcohol and other drug workers. *Drugs: Education Prevention and Policy*. 16. 217-231. DOI: 10.1080/09687630902876171.

⁵⁸ Khatijah Taharah Binti Mohamed Shah. (2017). Drug in the Workplace. *3rd ASEAN Conference on Psychology, Counseling and Humanities (AC-PCH 2017)*. Retrieved from: DOI <https://doi.org/10.2991/acpch-17.2018.54>. Site accessed on 6 May 2022.

⁵⁹ Collins, D.J., Lapsley, H.M. (2008). Drug in the Workplace. (2008). The costs of tobacco, alcohol and illicit drug abuse to Australian society in 2004/05. Canberra: Australian Government Department of Health and Ageing. Retrieved from: https://aodknowledgecentre.ecu.edu.au/key-resources/publications/13206/?title=The+costs+of+tobacco%2C+alcohol+and+illicit+drug+abuse+to+Australian+society+in+2004%2F05&contentid=13206_1. Site accessed on 6 May 2022.

⁶⁰ Mohd Fahmi Mohd Yusof. (2017, May 22). *Berita Harian*. Retrieved from: <https://www.bharian.com.my/taxonomy/term/2646/2017/05/285140/skdd-elak-polis-terbabit-gejala-negatif>. Site accessed on 26 May 2022.

- Developing a common understanding of police responsibilities at all levels of government;
- Give in-service education to all members so that they can be responsible, disciplined, and conducted in a public-respecting manner.

3.3.2. SKDD Enforcement

There is a specific mechanism in place to enforce the Discipline and Drug Control Scheme or better known as SKDD. The enforcement based on Arahan Pentadbiran Bill 5/2006, Polis Diraja Malaysia and the interviews conducted is as below⁶¹.

3.3.2.1. SKDD Enforcement at PULAPOL and Police College for Trainees

SKDD is carried out by the PULAPOL Commander and the Police College in the following ways:

- Designate one of the trainees as the head of care for five or six trainees for one or two weeks, with responsibility for the trainees' discipline, welfare, and conduct. The need to avoid drug use is also underlined in this regard.
- For the same objective, every five or six head trainees designated as above shall be provided leadership and control by one coach;
- A senior constable leads and controls every five or six coaches, and a senior constable leads and controls every five or six senior constables;
- A gazetted officer provides leadership and direction to each of these five or six officers;
- Each SKDD scheme head is accountable for the discipline of the members under his or her supervision. Coaches, company keepers, and commanders are notified of all disciplinary violations for future action. These chiefs will be held accountable for the offence if they refuse to report it.

3.3.2.2. SKDD Enforcement in Service (Covering All Team and Staff Branches)

The following procedures are used to maintain control over officers, members, and government workers who have been trained and are in service:

Firstly, determine the leader for groups of five to six members in each formation. This leader is in charge of supervising, motivating, and guiding the people under his supervision.

Secondly, in addition to the tasks outlined in the first paragraph, these leaders are accountable for ensuring that the people in their charge are not hooked on drugs or fail to fulfil their obligations. He is required to exercise this control;

- Conduct office inspections to ensure that drugs are not stored in places where members or staff can become hooked to drugs and other unhealthy substances. Morals, personality, and harmony are all important factors to consider. Furthermore, the preceding test was a welfare treatment.
- Check all personnel who are leaving or returning to duty. This will ensure that they do not possess drugs or engage in activities that are prohibited by disciplinary legislation.
- Require members suspected of drug addiction to submit to urine testing and report the results to superior authorities;
- From time to time, as prescribed, he reports to the leaders on items he knows about features of conduct, health, and welfare, as well as the obedience and discipline of the members or civil servants under his authority.

3.4. Mechanism of Operation Blue Devil

According to interviewee C, Operation Blue Devil was carried out upon receiving intelligence reports. This means that whenever the Narcotics Bureau receives information from the Intelligence Department regarding a personnel or police officer who is suspected to be consuming dangerous drugs, a urine test will be conducted on the suspected officer. If the intelligence report states that there are multiple officers in the same department suspected of dangerous drug consumption, the Narcotics Bureau will then proceed by conducting a mass urine test on the entire department. These urine tests will be conducted upon the suspected every 6 months. The report will be filed and uploaded on E-SKDD.

3.5 Procedure after Testing Positive for Drug Consumption

According to the Narcotics CID Director (JSJN) Bukit Aman, Datuk Mohd Khalil Kader Mohd, regarding the police officers that tested positive for the preliminary screening and the pathology unit report, the action that will be taken against them would be the same as on members of the public.⁶²

3.5.1. Court Action

According to the Bukit Aman Narcotics Criminal Investigation Department (JSJN) director Datuk Mohd Khalil Kader Mohd, those who tested positive for drugs in the pathology unit report will be charged in court.⁶³ A police officer convicted of dangerous drug possession and consumption will be charged in court as a normal citizen. The law for the consumption of dangerous drugs is governed by section 15 of the Dangerous Drugs Act 1952.⁶⁴ Section 15 provides for the

⁶¹ Sistem Kawalan Disiplin Dan Dadah (SKDD) (Arahan Pentadbiran Bill 5/2006) (KPN 35/35/1) (Malaysia).

⁶²The Sun Daily. (2019, Sept 30). *The Daily Sun*. Retrieved from: <https://www.thesundaily.my/local/op-blue-devil-142-members-of-police-force-detected-to-be-drug-positive-BA1435355>. Site accessed on 26 May 2022.

⁶³Norhafiza Bt Musa. (2019, Dec 24). *Sinar Harian*. Retrieved from: <https://www.sinarharian.com.my/ampArticle/63243>. Site accessed on 25 May 2022.

⁶⁴ The Dangerous Drugs Act of 1952 (Act 234) (Malaysia). S 15

self-administration of dangerous drugs. A person found guilty of consuming dangerous drugs will be liable to a fine limited to five thousand ringgit or imprisonment of not more than two years.

3.5.2. Dismissal from the RMP

According to section 18 of the Police Act, unless stated otherwise, every police officer shall be subjected to the same provisions as other public officers in the public service.⁶⁵ As such, the law for dismissal from the workforce on account of drug consumption can be found in section 14 of the Employment Act 1955; an employer may, after proper inquiry, terminate an employee without notice on the basis of misconduct.⁶⁶ In the case of *Zulhilmi Fauzi v Misc Berhad*⁶⁷, the court upheld the employee's dismissal because he tested positive for narcotics, a violation that was grounds for termination under the company's policy. Contrarily, the doctrine of proportionality has been applied in a few prior cases, and the courts have concluded that the employee was unfairly dismissed since the dismissal consequence was harsh and unwarranted in the circumstances. One such case is *New Straits Times (M) Bhd lwn Rohaniza Ahmad Yusoff & Ors*⁶⁸, where the court held that the dismissal was disproportionate due to the following factors:

- The claimant expressed remorse when they confessed to their drug use;
- Drug use by employees should be treated differently than other types of offences because there is no criminal intent;
- The company did not provide an opportunity to rehabilitate;
- The claimant had given satisfactory performance during his many years of employment.

3.6. Conclusion

There are detection methods in the RMP that cut down on drug consumption, but the issue is still rampant. The policy of the RMP on drug consumption is not taken lightly and leads to the dismissal of the convicted police officer.

4. International Framework on Drug Consumption in the Police Force and Independent Oversight Bodies

4.1. Introduction

Dangerous drug consumption is not only a problem among the RMP but also in police forces across the borders. Each force has come up with various strategies and policies to combat this issue in their own jurisdiction.

4.2. Australia

4.2.1. Well-known Cases of Illicit Drug Use among Australian Police

4.2.1.1. Tara Radford

Tara Radford was two years into her police career when she was arrested for drug possession. At a music festival, the former constable and her friends were caught with narcotics, and she revealed to the police that she had banned drugs. Radford resigned from her work in the days after her arrest, avoiding internal disciplinary action.

4.2.1.2. Wes Bas

In New South Wales, Sergeant Wes Bas, a protocol officer, resigned in 2012 after being tested positive for methamphetamine (Ice).⁶⁹ During a drug screening, it was further alleged that the Sergeant attempted to switch his urine sample.⁷⁰

4.2.1.3. Suburban Perth Police Stations

In 2015, the Western Australian Police Internal Affairs Unit performed 200 tests at five different stations.⁷¹ Resulting from this, three police officers were suspended after tests at suburban Perth police stations revealed they were positive for meth and amphetamines. The then Police Commissioner Karl O'Callaghan was adamant that the police force had a zero-tolerance narcotics policy.

⁶⁵ The Police Act of 1967 (Act 344) (Malaysia). S 18.

⁶⁶ The Employment Act of 1955. (Act 265) (Malaysia). S 14

⁶⁷ *Zulhilmi Fauzi v MISC Berhad (Eddie Yeo Soon Chye)* [2014] 1 ILR 240.

⁶⁸ *New Straits Times (M) Bhd v Rohaniza Ahmad Yusoff & Ors* [1997] 3 ILR 231.

⁶⁹ Bashan, Y. (2012, July 8). NSW Police officers face forced drug tests after Sgt Wes Bas allegedly returns positive reading for ice. *The Daily Telegraph*. Retrieved from: <<https://www.dailytelegraph.com.au/nsw-police-officers-face-forced-drug-tests-after-sgt-wes-bas-allegedly-returns-positive-reading-for-ice-/news-story/2f6e3bc1543e13c604df0e3d87b396c8>>. Site accessed on 26 Oct 2021.

⁷⁰ Bashan, Y. (2012, July 5). NSW top police left looking silly as Sergeant Wes Bas defending charges of allegedly using drug ice. *The Daily Telegraph*. Retrieved from: <<https://www.dailytelegraph.com.au/nsw-top-police-left-looking-silly-as-sergeant-wes-bas-defending-charges-of-allegedly-using-drug-ice/news-story/b73ed19cbf1b0a4befd11fd41c7e6b52>>. Site accessed on 26 Oct 2021.

⁷¹ PerthNow. (2015, Dec 3). WA Police officers stood down after positive drug tests. *The West Australian*. Retrieved from: <<https://www.perthnow.com.au/news/wa/wa-police-officers-stood-down-after-positive-drug-tests-ng-942cabde66cbc90d26113c5d9ec9a938>>. Site accessed on 26 Oct 2021.

4.2.2. The New South Wales Police Force (NSWPF)

An exemplary police force when it comes to combatting drug users among their ranks is the New South Wales Police Force (NSWPF). The oldest and largest police force in Australia, as stated in its 2004–05 Annual Report⁷², the NSW Police Force is geographically scattered in New South Wales, Australia.

Section 10(1) of the Drug Misuse and Trafficking Act 1985 provides that “a person who has a prohibited drug in his or her possession is guilty of an offence.”⁷³ The NSW Police Force operates under the 1990 Police Act⁷⁴ and the Police Regulation introduced in 2015⁷⁵.

4.2.3. Effort to Combat Dangerous Drug Consumption among the NSWPF

4.2.3.1. Laws

The Police Act, Section 211A, provides for police officers to be tested for alcohol and illegal substances.⁷⁶ The NSW Government began implementing drug tests for police officers in the late 1990s. This, and other recommendations, were eventually consolidated into the Police Regulation Act. The entire part 5 of the NSWPF Police Regulation 2015 is dedicated to the use of alcoholic beverages and the usage of illegal substances or steroids.⁷⁷ This offers codified laws and proper guidelines for the issue of drug consumption in NSWPF.

4.2.3.2 Police Integrity Commission (PIC)

The NSW government's PIC, which stands for Police Integrity Commission, is an impartial watchdog group. This means the PIC has no ties or relations with the NSW. The Police Integrity Commission Act of 1996 was passed with the goal of creating an independent, responsible agency that works primarily for uncovering, investigating, and preventing police corruption along with various serious misconducts.⁷⁸ Each Commission unit creates and implements an annual business plan that is in line with the Commission's Corporate Plan. At six-month intervals throughout the year, each Unit reported to the Executive Group on its success against its business strategy.⁷⁹

4.2.3.3. Operation Abelia

In 2003, the PIC launched the Abelia Operation to better understand the underlying causes of dangerous drug use by police officers. Its objective also included studying potential strategies to reduce the consumption of dangerous drugs in the police force.

4.2.3.4. Post-Operation Abelia

Post-Operation Abelia, a report was submitted to the Parliament of NSW in 2005. PIC offered 64 suggestions for strengthening the NSWPF's strategy in reducing police unlawful drug usage.⁸⁰ A nine-part integrated plan is formed by the 64 proposals. In summary, this nine-part method entailed the following:

- *delivering clear guidelines early and reinforcing them*
- *equipping officers with the knowledge and abilities to respond effectively;*
- *looking after officers' welfare;*
- *preventing illegal drug use;*
- *detecting illegal drug use;*
- *effectively managing officers who have used illegal drugs;*
- *demonstrating accountability;*
- *reviewing and evaluating recommendations;*
- *monitoring the execution of recommendations”⁸¹*

4.2.3.5. Result of Implementations

The PIC constantly worked hand in hand with the NSWPF to track the execution of Operation Abelia's research recommendations. This monitoring approach not only serves as a motivator for the recommendations to be implemented successfully but also allows communication between the NSWPF and the PIC to help resolve any difficulties that may be impeding the reduction of police dangerous drug consumption and its effects.

⁷²NSW Police Force. (2005, Oct 31). Annual Report 2004-2005. *NSW Police*. Retrieved from:

<https://www.police.nsw.gov.au/_data/assets/pdf_file/0015/42171/nswp_annual_report_2004-2005.pdf> Site accessed on 26 May 2022.

⁷³ Drug Misuse and Trafficking Act 1985 (No 226) (New South Wales) s10(1).

⁷⁴ Police Act 1990 (No 47) (New South Wales).

⁷⁵ Police Regulation 2015 (Reg 478) (New South Wales).

⁷⁶ Police Act 1990 (No 47) (New South Wales) s 211A.

⁷⁷ Police Regulation 2015 (Reg 478) (New South Wales) part 5.

⁷⁸ Police Integrity Commission. (2005, Sept). Operation Abelia Volume 2. *Parliament of NSW*. Retrieved from:

<https://www.parliament.nsw.gov.au/tp/files/44886/Operation%20Abelia_Volume_2.pdf>. Site accessed on 5 Oct 2021.

⁷⁹Police Integrity Commission. (2013, Oct). Annual Report 2012-2013. *OpenGov NSW*. Retrieved from:

<https://media.opengov.nsw.gov.au/pairtree_root/30/92/18/01/f6/39/4f/13/a1/d6/1b/84/74/7b/40/58/obj/Police_Integrity_Commission_Annual_Report_2012_2013.pdf>. Site accessed on 5 Oct 2021.

⁸⁰ Police Integrity Commission. (2005, Sept). Operation Abelia Volume 4. *Parliament of NSW*. Retrieved from:

<https://www.parliament.nsw.gov.au/tp/files/44886/Operation%20Abelia_Volume_4_Appendices.pdf>. Site accessed on 5 Oct 2021.

⁸¹ Police Integrity Commission. (2005, Sept). Operation Abelia Volume 4. *Parliament of NSW*. Retrieved from:

<https://www.parliament.nsw.gov.au/tp/files/44886/Operation%20Abelia_Volume_4_Appendices.pdf>. Site accessed on 5 Oct 2021.

The Police Amendment (Miscellaneous) Act 2006⁸², went into effect on February 1, 2007. NSWPF's detection of dangerous drug consumption among the force improved due to this Act. The Act modifies the NSWPF Police Act to allow for non-prescribed anabolic steroid testing, further, amending the Police Act to expand incidents or conditions that need obligatory testing where an officer who is involved is required to be tested in the event of a person's death or significant injury and to explain the nature of the testing necessary in these situations.

Moreover, NSWPF has approved a revised Drug and Alcohol Policy 2007.⁸³ Impacts of the amendments to the legislation are reflected in this amended policy, which went into effect on July 1, 2007. This, along with the Code of Conduct and Ethics⁸⁴, work to institute the consumption of dangerous drugs by police officers is never acceptable, regardless of the policeman being off duty.

The revised version of the 2007 Drug and Alcohol Policy mentions the policy's legal foundation, which includes the Code of Conduct and responsibilities of police officers who believe they had potentially taken illegal drugs without meaning to. Multiple recommendations were listed that focused on ways to deter applicants of NSWPF who might consume illegal drugs. Taking them into account, questions about candidates' history and current banned drug use have been added to the NSWPF application form. In addition, applicants must sign a document acknowledging their readiness to be accordingly tested for dangerous drugs.⁸⁵

4.3. Independent Oversight Bodies

Independent oversight institutions play an important role in the governance system of many agencies.⁸⁶ Their establishment is primarily to ensure a sufficient level of accountability and improve the productivity of the monitored agency. Many police forces have taken to such independent watchdogs. Some of these include the United Kingdom, New Zealand, Denmark, Hong Kong and certain parts of the United States of America.

4.3.1. United Kingdom

According to information obtained by VICE World News, more than one police officer in the UK resigns or is sacked every month for using narcotics. Based on data supplied under freedom of information (FOI) regulations by 41 UK police forces, 56 officers and employees have resigned or been fired in the previous four years – from 2017 to 2020 – after being discovered to have used or been in possession of illicit narcotics.⁸⁷

At Charing Cross Police Station, the IOPC discovered evidence of bullying, sexism, drug usage, racism, and perverting the course of justice by officers. After nine related investigations discovered devastating evidence of bullying and prejudice inside the ranks, the police watchdog urged for substantial changes at the Metropolitan Police.⁸⁸

The Independent Office for Police Conduct (IOPC) works to increase the public's trust in the police force of England and Wales. The IOPC looks into instances of misconduct by the police.⁸⁹ They are self-contained and make judgments without regard for the police or the government.⁹⁰

4.3.2. United States of America

Approximately 165 of the 18,000 police agencies in the United States are subject to some type of police monitoring. In Oakland, the independent body in charge of the police is the Community Police Review Agency. The primary function of the CPRA is to evaluate citizen complaints of police misconduct stemming from contacts with sworn officers of the Oakland Police Department. When speaking of the Oakland police, Tom Nolan, associate professor at Emmanuel College in Boston, claimed, "It is the only city that I am aware of where it has a police review agency that really has the capacity to remove the chief for cause or to recommend to the mayor that the chief be terminated without cause."⁹¹

Nashville, Tennessee, has established the Nashville Community Oversight Board, which has the authority to look into claims of misconduct by the officer of Metro Nashville Police Department. The Board also has the authority to publish policy advisory and resolution reports analyzing accusations of wrongdoing by the Metro Nashville Police Department, making suggestions to organizations in charge of ensuring public safety and administering justice and having the choice to

⁸² Police Amendment (Miscellaneous) Act 2006 (No.94)(New South Wales).

⁸³ Drug and Alcohol Policy 2007 (0000156) (New South Wales).

⁸⁴ NSW Police Force. (2014). Code of Conduct and Ethics. *NSW police Public Site*. Retrieved from <https://www.police.nsw.gov.au/about_us/policies_procedures_and_legislation/code_of_conduct_and_ethics>. Site accessed on 6 Oct 2021.

⁸⁵ NSW Police Force. (2022). NSW Police Recruitment. *NSW Police Force*. Retrieved from <https://www.police.nsw.gov.au/recruitment/application_process>. Site accessed on 6 Oct 2022.

⁸⁶ Vrieze, F.D. (2019). Independent oversight Institutions and regulatory agencies and their relationship to parliament. *Westminster Foundation for Democracy*. Retrieved from: <<https://www.wfd.org/what-we-do/resources/independent-oversight-institutions-and-regulatory-agencies-and-their>>. Site accessed on 25 January 2022.

⁸⁷ Busby, M. (2020, Nov 30). At Least One Police Officer a Month in the UK Loses Their Job Due to Drug Taking. *Vice*. Retrieved from: <<https://www.vice.com/en/article/qjpv5/at-least-one-police-officer-a-month-in-the-uk-loses-their-job-due-to-drug-taking>>. Site accessed on 26 Oct 2021.

⁸⁸ Mortimer, J. (2022, Feb 1). The London police station where vile officers joked about beating up girlfriends and killing black children - with one team member even nicknamed McRapey Raperson. *My London News*. Retrieved from: <<https://www.mylondon.news/news/uk-world-news/bullying-drug-use-racism-found-22942788>>. Site accessed on 1 April 2022.

⁸⁹ Independent Office for Police Conduct. (2022, Mar 8). What should we investigate, and what are the next steps? *Independent Office for Police Conduct*. Retrieved from: <<https://policeconduct.gov.uk/investigations/what-we-investigate-and-next-steps>>. Site accessed on 8 Mar 2022.

⁹⁰ Independent Office for Police Conduct. (2022, Mar 8). Who we are. *Independent Office for Police Conduct*. Retrieved from: <<https://www.policeconduct.gov.uk/who-we-are>>. Site accessed on 8 Mar 2022.

⁹¹ Kuznia, R. (2020, June 25). When it comes to policing the police, strong watchdogs are the exception. *CNN*. Retrieved from: <<https://edition.cnn.com/2020/06/25/us/police-reform-civilian-oversight-invs/index.html>>. Site accessed on 1 April 2022.

create a monitoring programme that offers a continuous review or audit.⁹² The Oversight Board may get assistance from the Office of Professional Accountability of the Police Department⁹³ and propose discipline that is aligned with public service laws. The police force is required to respond to such disciplinary recommendations in the form of writing. Section 18.10 of the Metropolitan Charter establishes the Board's powers.⁹⁴

4.3.3. Denmark

On January 1, 2012, the Danish Independent Police Complaints Authority was founded. It investigates police officer-involved criminal cases and evaluates and decides accusations of police misconduct. The Police Complaints Authority, which is led by a council and a chief executive, is completely independent of both the police and the prosecutors. The Independent Police Complaints Authority (IPCA) in Denmark examines complaints of police misconduct and criminal charges against personnel.⁹⁵ The IPCA's independence and citizen participation in its governance are important aspects, and it has the authority to deliberate on complaints against police actions.⁹⁶

4.3.4. New Zealand

New Zealand established The Independent Police Conduct Authority. The establishment of the Authority is provided for in section 4 of the Independent Police Conduct Authority Act 1988.⁹⁷ The Independent Police Conduct Authority examines police misbehaviour, dereliction of duty, police practices, rules, and procedures, among other things.

4.3.5. Hong Kong

The Independent Police Complaints Council in Hong Kong investigates police wrongdoing. The Independent Police Complaints Council Ordinance (Cap. 604) is an Ordinance to establish the Independent Police Complaints Council.⁹⁸ The Ordinance outlines the Council's overseeing responsibilities and outlines the Council's authority over its internal affairs and management. It also contains the appointment of observers to review reportable complaints and other related matters.⁹⁹ The police force issues annual fact sheets that detail the number of complaints received and the results of investigations.¹⁰⁰

4.3.6. RMP'S Independent Watchdog

Independent bodies for the RMP have been discussed. The Independent Police Complaints and Monitoring Commission (IPCMC) 2019 bill was pulled back and replaced with the Independent Police Conduct Commission (IPCC) 2020 bill.¹⁰¹ However, under this bill, the commission is given no powers of search and seizure.¹⁰² The IPCC commissioners cannot visit police premises without giving the department head advance notice.¹⁰³ Its limited authority consists of offering suggestions to pertinent organizations like the Police Force Commission and the Malaysian Anti-Corruption Commission.¹⁰⁴

EAIC, the lesser-known independent watchdog that stands for the Enforcement Agency Integrity Commission, came into effect in 2011.¹⁰⁵ Its job is to implement procedures for the investigation, identification, and mitigation of enforcement officer misconduct.

Tan Sri Mohd Sidek Hassan stated that it is impossible for him and his team to directly supervise as an oversight body for 21 agencies, given that the commission has only 78 members, including drivers, with an annual budget.¹⁰⁶ The agencies they overlook include the Health Ministry, Ministry of Housing, Fisheries Department, Road Transport Department, Ministry of Tourism and more.¹⁰⁷ The EAIC seems to not be sufficient to monitor police misconduct as it is overburdened by too many agencies and departments to overlook and monitor with insufficient workers.

⁹²Community Oversight Board. (2022, May 10). Community Oversight Board. *Nashville.gov*. Retrieved from:

<<https://www.nashville.gov/departments/community-oversight/boards/community-oversight-board>>. Site accessed on 10 May 2022.

⁹³Department of Safety and Homeland Security. (2022, May 10).Office of Professional Accountability. *TN.gov*. Retrieved from: <<https://www.tn.gov/safety/tnhp/opa.html>>. Site accessed on 10 May 2022.

⁹⁴Charter of the Metropolitan Government of Nashville and Davidson County, Tennessee 2019 (Nashville) s 18.10.

⁹⁵Byrne, J., Priestley, W. (2015, Sept). Police oversight mechanisms in the Council of European member states. *Council of Europe*. Retrieved from: <<https://rm.coe.int/police-oversight-mechanisms-in-the-coe-member-states/16807175dd>>. Site accessed on 26 Oct 2021.

⁹⁶Holmberg L. Continuity and change in Scandinavian police reforms. *International Journal of Police Science & Management*. 2019; 21(4):206-217. Doi: 10.1177/1461355719889461.

⁹⁷Independent Police Conduct Authority Act 1988 (No 2) (New Zealand) s4.

⁹⁸Independent Police Complaints Council Ordinance (Cap 604) (Hong Kong).

⁹⁹Ho, L.K, Chan, J.K, Chan, Y. T., den Heyer, G., Hsu, Hsu, J., Hirai, A. (2022). Professionalism versus democracy? Historical and institutional analysis of police oversight mechanisms in three Asian jurisdictions. *Crime, Law and Social Change*. 77. 1-25. 10.1007/s10611-021-09981-y.

¹⁰⁰Ramanathan, R. (2019, Aug 17). How similar will the IPCMC be to Northern Ireland's ombudsman? *Malaysiakini*. Retrieved from: <<https://www.malaysiakini.com/news/488362>>. Site accessed on 1 Jan 2022.

¹⁰¹Mohd Yusni Ariffin. (2021, Nov 26). Scrap the proposal for IPCC and go with IPCMC. *New Straits Times*. Retrieved from: <<https://www.nst.com.my/news/nation/2021/11/748992/scrap-proposal-ipcc-and-go-ipcmc>>. Site accessed on 3 Jan 2022.

¹⁰²Independent Police Conduct Commission Bill (2020). (Malaysia).

¹⁰³Independent Police Conduct Commission Bill (2020) (Malaysia).

¹⁰⁴Independent Police Conduct Commission Bill 2020 (Malaysia).

¹⁰⁵Siti Farhana Sheikh Yahya. (2020, Nov 5). What is the EAIC, and why is it important to society? *Astro Awani*. Retrieved from: <<https://www.astroawani.com/berita-malaysia/what-eaic-and-why-it-important-society-266894>>. Site accessed on 6 Feb 2022.

¹⁰⁶Suruhanjaya Integriti Agensi Penguatkuasaan. (2021, Apr 30). Hands Full, But Not Tied: Challenges Of Enforcement Agency Watchdog. *Suruhanjaya Integriti Agensi Penguatkuasaan*. Retrieved from: <<http://www.eaic.gov.my/media/berita/hands-full-not-tied-challenges-enforcement-agency-watchdog>>. Site accessed on 12 May 2022.

¹⁰⁷Suruhanjaya Integriti Agensi Penguatkuasaan. (2022, May 14). Agencies under Supervision. *Suruhanjaya Integriti Agensi Penguatkuasaan*. Retrieved from: <<http://www.eaic.gov.my/en/perundangan/agencies-under-supervision>>. Site accessed on 14 May 2022.

4.4. Conclusion

The NSWPF has effective strategies in place to combat drug consumption in the police force. There are also countries with independent oversight bodies that monitor police misconduct. The Malaysian EAIC is not sufficient to monitor the RMP.

5. Deficiency and Recommendations

There are numerous deficiencies in the strategies in place by the RMP to combat drug consumption among their ranks. This can be amended by effective recommendations.

5.1. The Royal Malaysia Police's Deficiency in Current Guidelines and Procedure

5.1.1. SKDD Is Not Efficient

The entire drug testing system in the RMP is currently, firstly, based on a buddy system and, secondly, only targets the lower ranks. Based on the SKDD mechanism, no supervisor has been assigned to monitor police officers of the ACP rank and above. The SKDD supervisor hierarchy ends with the ACP being the last supervisor. Also, the urine tests are being conducted only on suspected police officers and are not uniformly conducted. The SKDD system has been in place since the 1970s. It is inadequate as it revolves around colleagues monitoring colleagues and lacks transparency and guaranteed enforcement.

5.1.2. Ops Blue Devil Discontinued

The effective operation of Blue Devil was discontinued as of November 2021. It gave the public a glimpse into the issues faced by the Malaysian police and held the police accountable for their misconduct. Unlike Australia's Operation Abelia, the police did not have an adequate body to scrutinize the operation as it was done under the already heavily burdened Narcotics Bureau. This means that there was a lack of thorough research into the areas the RMP lacked that gave an opportunity for police illegal drug use. Thus, nothing further was done to rectify the issue and fix current deficiencies.

5.1.3. Absence of Independent Police Conduct Authority

Aside from the EAIC, which monitors 21 enforcement agencies, the RMP does not have an independent body to monitor police misconduct. The EAIC is overburdened with too many agencies to look after, so it is not able to effectively deal with the RMP. This allows police misconduct to either not be noticed or let off the hook.

5.1.4. Lacking of Laws and Guidelines

There are no proper laws and guidelines for police officers' drug testing in Malaysia. The Police Act does not include any such provisions. As there was no codified law regarding operations like ops Blue Devil being conducted periodically, it was merely conducted on the whim of the former Inspector General of Police and discontinued by the instructions of the current. Codified law would provide legal backup for such operations among the RMP.

5.2. Recommendations for the Royal Malaysia Police

5.2.1. Internal Reform

RMP needs to be more receptive to transparency. The force needs to foster high standards for administration, management, human resources, and accountability throughout the organization. This may entail a wide range of interventions, including a review of the current systems in place and the development of new efficient systems, the reinforcement of internal controls and supervision, the bolstering of management and administrative systems and the introduction of efficient officer drug detection mechanisms. Open government, transparency, and proactive disclosure principles may be used to effectively satisfy public expectations and rebuild public confidence in the institution.

5.2.2. Independent Oversight Body

Police activities must be transparent and accessible to public inspection. Since the police do not function in a vacuum, external agencies must hold them responsible. Establishing specialized control organizations like national police commissioners or police service boards can be one of the external supervision tools. This also refers to the monitoring of police activities. Establishing a specialized oversight body is highly encouraged when the inner systems of the police force are ineffective in combating the problem. Burdened by their own work duties, the Royal Malaysia Police could lack motivation and expertise or be obstructed by a budget to execute programs.

To successfully carry out its duties, the oversight agency has to be granted strong investigation, monitoring, and auditing authorities as well as sufficient resources and the development of efficient systems to identify and address police criminality, such as the investigation, prosecution, and expulsion of corrupt police personnel. This may entail developing permanent accountability procedures and integrity management systems throughout the organization and enhancing internal disciplinary measures and the institution's investigation capabilities with specialized intelligence tools. Police departments have always conducted their investigations and activities behind closed doors.

Usually, this is justified by the necessity to keep criminals from learning details about existing investigations, to safeguard witnesses, and to act without waiting for specific permission from appropriate authorities. However, this secrecy, corruption, and arbitrary use of police authority may be encouraged by this lack of information, which would

damage the institution's long-term reputation and accountability. Public trust in the organization may be increased by reducing the potential for improper influence and promoting accountability in all facets of the Royal Malaysia Police Force's programs and initiatives and wrongful behaviour.

5.2.3. Training

Selection processes and policies are crucial components of police reform since they are a part of the hiring process for new employees. Police officers who lack the abilities or motivation to uphold high standards of integrity may be hired due to inadequate screening criteria. Police officers need to be trained to carry out their duties in a professional and honourable to promote a drug-free police force and increase the public's trust in the police.

The RMP needs to utilize training programmes that concentrate on incorporating professionalism and emphasizing ethical behaviour. There is a gap in the force when it comes to training that works towards police officers recognizing wrongful behaviour as a police officer and providing them with the right knowledge in order to avoid the influence of dangerous drugs; this includes ethical-based policing. For instance, the training curriculum for new recruits was altered in South Africa to incorporate democratic police principles and methods. A culture of integrity needs to be promoted, and officers need to know what is expected of them in terms of their attitudes and behaviours as role models.

5.2.4. Law and Guidelines

The ultimate goal of anti-drug initiatives in the force is to invent a police force culture that supports as well as promotes police ethics and accountability. The manufacturing of a code or guidelines on conduct for all police officers, which cover all sorts of dishonorable behaviour, such as, dangerous drug consumption, can be a significant step in this direction. Activities for capacity building, training, and awareness rising may also be needed for the application of the code, stricter penalties and regulations for enforcement. Implementing institutional and legislative reforms that raise the stakes for drug consumption discovery and punishments is one enforcement strategy that may be used. Since efficient law enforcement also depends on a functional judiciary, police reform programmes are rarely successful unless they are followed by judicial reform. Thus, there needs to be an amendment to the Malaysian police act or additional legislation that contains guidelines on drug consumption among the police.

5.3. Conclusion

A lot more can be done and implemented to combat drug consumption among the RMP in terms of guidelines, an independent commission for police misconduct, and proper laws that are specific in order to increase police accountability and productivity. Without such reform, the situation of police officers tainted by drugs will worsen.

6. List of Cases

New Straits Times (M) Bhd v Rohaniza Ahmad Yusoff & Ors [1997] 3 ILR 231
 PP v Rosli bin Rikidin [2007] 4 MLJ 377
 Zulhilmi Fauzi v MISC Berhad (Eddie Yeo Soon Chye) [2014] 1 ILR 240

7. List of Statutes

Drug and Alcohol Policy 2007 (0000156) (New South Wales)
 Drug Misuse and Trafficking Act 1985 (No 226) (New South Wales)
 Independent Police Conduct Authority Act 1988 (No 2) (New Zealand)
 Independent Police Complaints Council Ordinance (Cap 604) (Hong Kong)
 Police Act 1967 (Act 334) (Malaysia)
 Police Act 1990 (No 47) (New South Wales)
 Police Amendment (Miscellaneous) Act 2006 (No.94) (New South Wales)
 Police Regulation 2015 (Reg 478) (New South Wales)
 The Employment Act of 1955 (Act 265) (Malaysia)
 The Occupational Safety and Health Act of 1994 (Act 514) (Malaysia)
 Undercover Safety and Operation Procedures (Policy 640.95) (The City of Portland, Oregon)

8. References

- i. Bashan, Y. (2012, July 5). NSW top police left looking silly as Sergeant Wes Bas defending charges of allegedly using drug ice. *The Daily Telegraph*. Retrieved from: <https://www.dailytelegraph.com.au/nsw-top-police-left-looking-silly-as-sergeant-wes-bas-defending-charges-of-allegedly-using-drug-ice/news-story/b73ed19cbf1b0a4befd11fd41c7e6b52>.
- ii. Bashan, Y. (2012, July 8). NSW Police officers face forced drug tests after Sgt Wes Bas allegedly returns positive reading for ice. *The Daily Telegraph*. Retrieved from: <https://www.dailytelegraph.com.au/nsw-police-officers-face-forced-drug-tests-after-sgt-wes-bas-allegedly-returns-positive-reading-for-ice-/news-story/2f6e3bc1543e13c604df0e3d87b396c8>.
- iii. Bernama. (2019, Aug 21). Ops Blue Devil: More than 100 cops test positive for drugs. *New Straits Times*. Retrieved from: <https://www.nst.com.my/amp/news/nation/2019/08/514716/ops-blue-devil-more-100-cops-test-positive-drugs>.

- iv. Busby, M. (2020, Nov 30). At Least One Police Officer a Month in the UK Loses Their Job Due to Drug Taking. *Vice*. Retrieved from: <https://www.vice.com/en/article/qjpv5/at-least-one-police-officer-a-month-in-the-uk-loses-their-job-due-to-drug-taking>.
- v. Carter, D. L. (1990). Drug-related corruption of police officers: A contemporary typology. *Journal of Criminal Justice*, 18(2), 85–98. [https://doi.org/10.1016/0047-2352\(90\)90028-A](https://doi.org/10.1016/0047-2352(90)90028-A).
- vi. Collins, D. J., & Lapsley, H. M. (2008). The costs of tobacco, alcohol and illicit drug abuse to Australian society in 2004/05. Canberra: Australian Government Department of Health and Ageing. Retrieved from: https://aodknowledgecentre.ecu.edu.au/key-resources/publications/13206/?title=The+costs+of+tobacco%2C+alcohol+and+illicit+drug+abuse+to+Australian+society+in+2004%2F05&contentid=13206_1.
- vii. Dominic Casciani. (2016, June 29). Undercover police 'rulebook' published for the first time. *BBC News*. Retrieved from: <https://www.bbc.com/news/uk-36655666>.
- viii. Duraisingam, V., Pidd, K., & Roche, A. (2009). The impact of work stress and job satisfaction on turnover intentions: A study of Australian specialist alcohol and other drug workers. *Drugs: Education Prevention and Policy*, 16, 217–231. <https://doi.org/10.1080/09687630902876171>.
- ix. Fox, T. P., Oliver, G., & Ellis, S. M. (2013). The destructive capacity of drug abuse: An overview exploring the harmful potential of drug abuse both to the individual and to society. *International Scholarly Research Notices*, 2013, Article ID 450348. <https://doi.org/10.1155/2013/450348>.
- x. Getz, L. (2012). Treating professionals with substance use disorders. *Social Work Today*, 12(6), 14.
- xi. Gillis, R. A., Hernandez, Y. M., Erzouki, H. K., Raczkowski, V. F., Mandal, A. K., Kuhn, F. E., & Dretchen, K. L. (1995, March). Sympathetic nervous system-mediated cardiovascular effects of cocaine are primarily due to a peripheral site of action of the drug. *Drug and Alcohol Dependence*, 37(3), 217–230. [https://doi.org/10.1016/0376-8716\(94\)01087-2](https://doi.org/10.1016/0376-8716(94)01087-2).
- xii. Goldner, E. M., Lusted, A., Roerecke, M., Rehm, J., & Fischer, B. (2014). Prevalence of Axis-1 psychiatric (with focus on depression and anxiety) disorder and symptomatology among non-medical prescription opioid users in substance use treatment: Systematic review and meta-analyses. *Addictive Behaviors*, 39(3), 520–531. <https://doi.org/10.1016/j.addbeh.2013.11.022>.
- xiii. Ho, L. K., Chan, J. K., Chan, Y. T., den Heyer, G., Hsu, J., & Hirai, A. (2022). Professionalism versus democracy? Historical and institutional analysis of police oversight mechanisms in three Asian jurisdictions. *Crime, Law and Social Change*, 77, 1–25. <https://doi.org/10.1007/s10611-021-09981-y>.
- xiv. Holmberg, L. (2019). Continuity and change in Scandinavian police reforms. *International Journal of Police Science & Management*, 21(4), 206–217. <https://doi.org/10.1177/1461355719889461>.
- xv. Katz, C., El-Gabalawy, R., Keyes, K. M., Martins, S. S., & Sareen, J. (2013). Risk factors for incident nonmedical prescription opioid use and abuse and dependence: Results from a longitudinal nationally representative sample. *Drug and Alcohol Dependence*, 132(1–2), 107–113. <https://doi.org/10.1016/j.drugalcdep.2013.01.010>.
- xvi. Kelly, T. M., & Daley, D. C. (2013). Integrated treatment of substance use and psychiatric disorders. *Social Work in Public Health*, 28, 388–406. <https://doi.org/10.1080/19371918.2013.774673>.
- xvii. Kirubakaran, J., & Dhanaraju, M. D. (2019). "Toxidrome" A Review. <https://doi.org/10.21276/sjimps.2019.5.3.7>.
- xviii. Kleiman, M. A. R. (1989). The police and drugs. *Perspectives on Policing*, 11. Retrieved from: <https://www.ojp.gov/pdffiles1/nij/117447.pdf>.
- xix. Kuznia, R. (2020, June 25). When it comes to policing the police, strong watchdogs are the exception. *CNN*. Retrieved from: <https://edition.cnn.com/2020/06/25/us/police-reform-civilian-oversight-invs/index.html>.
- xx. Lee, J. S. (2021, August 16). 3 police officers charged for drug abuse. *Malaysia Trend*. Retrieved from: <https://www.malaysiatrend.com/3-police-officers-charged-for-drug-abuse/>.
- xxi. Mark, A. R. (1981). Surveying clients to assess police performance focusing on the police-citizen encounter. *Evaluation Review*, 5, 397–408. <https://doi.org/10.1177/0193841X8100500308>.
- xxii. Mastrofski, S. (1981). Surveying clients to assess police performance focusing on the police-citizen encounter. *Evaluation Review - EVALUATION REV.* 5, 397–408. <https://doi.org/10.1177/0193841X8100500308>.
- xxiii. Mensch, B. S., & Kandel, D. B. (1998). Do job conditions influence the use of drugs? *Journal of Health and Social Behavior*, 29, 169–184.
- xxiv. Mohd Yusni Ariffin. (2021, Nov 26). Scrap proposal for IPCC and go with IPCMC. *New Straits Times*. Retrieved from: <https://www.nst.com.my/news/nation/2021/11/748992/scrap-proposal-ipcc-and-go-ipcmc>.
- xxv. Norhafiza Bt Musa. (2019, Dec 24). Op Blue Devil: 262 anggota polis positif dadah. *Sinar Harian*. Retrieved from: <https://www.sinarharian.com.my/ampArticle/63243>.
- xxvi. Ross, S., & Peselow, E. (2012). Co-occurring psychotic and addictive disorders: Neurobiology and diagnosis. *Clinical Neuropharmacology*, 35(5), 235–243. <https://doi.org/10.1097/WNF.0b013e318261e193>.
- xxvii. Singh, D., Chawarski, M. C., Schottenfeld, R., & Vicknasingam, B. (2013). Substance abuse and the HIV situation in Malaysia. *Journal of Food and Drug Analysis*, 21, S46–S51. <https://doi.org/10.1016/j.jfda.2013.09.033>.
- xxviii. Storr, C. L., Trinkoff, A. M., & Anthony, J. C. (1999). Job strain and non-medical drug use. *Drug and Alcohol Dependence*, 55, 45–51.
- xxix. Volkow, N. D. (2020). How science has revolutionized the understanding of drug addiction. *National Institute on Drug Abuse*. Retrieved from: <https://www.drugabuse.gov/about-nida/noras-blog/2020/01/how-science-has-revolutionized-understanding-drug-addiction>.

- xxx. Whitehead, C. (2017, July 28). No Blue Code of Silence: Honesty in the police force matters. *Open Justice*. Retrieved from: <https://www.openjustice.com/no-blue-code-silence-honesty-police-force-matters/>.
- xxxii. Wong, C. M., Lai, P. S. M., & Lim, K. H. (2020). Beyond the mean: Patterns of non-medical prescription opioid use in the US by socio-demographic characteristics and co-occurring substance use disorders. *Drug and Alcohol Dependence*, 217, Article 108367. <https://doi.org/10.1016/j.drugalcdep.2020.108367>.
- xxxiii. Woodman, R. (2020, March 4). "They're all lying": Behind the club brawl, a police drug scandal spirals. *The Age*. Retrieved from: <https://www.theage.com.au/national/victoria/they-re-all-lying-behind-the-club-brawl-a-police-drug-scandal-spirals-20200304-p546n4.html>.

Appendix

Question	Reason of Inclusion
1. Do you think dangerous drug consumption in the Royal Malaysia Police force is still an ongoing issue?	To get an idea of how rampant drug consumption truly is among the Royal Malaysia Police.
2. Why do you think these police officers consume dangerous drugs?	Inquire the factors of police officers consuming drugs from someone facing just about the same working environment.
3. Do you think consuming dangerous drugs as a police officer can have dangerous consequences?	To analyse the thoughts of police officers on what could potentially go wrong during the normal day-to-day work routine of a police officer high on drugs.
4. Why do you think more lower ranking police officers were tested positive for drugs compared to higher ranks?	To examine the significant difference in statistics of drug consumption between lower ranking and higher-ranking police officers.
5. Do you think the current implemented strategies are sufficient to combat this issue?	To gather information on implementations in place and to inquire the effectiveness of them.
6. How was operation Blue Devil carried out?	To grasp the innerworkings of the operation.

Table 5: Interview Questions