

Information Governance

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7 December 2022

Our reference: FOI DA4472

I am responding to your request for information received **25th November 2022**. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Shuchi Joshi
Senior Information Governance Coordinator – Information Rights

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



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Chief Executive: Paul Calaminus
Interim Chair: Eileen Taylor

Request: The purpose of this request is to identify health authority policies for dealing with alcohol and other substance use in employees of the authority who are registered healthcare professionals with the aim of understanding whether authorities have distinct policies or whether it is dealt with under existing wider policy. With this in mind please could you answer all of the following questions and supply the requested information and documentation:

Question 1: Does your authority have a distinct policy covering alcohol and/or other substance use by employees of the authority?
If so, on what date was this policy implemented?
What policy did this supersede?
Please provide a copy of your current alcohol and substance use policy.

Answer: The Trust has reviewed question 1 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

The information requested is accessible here:

https://www.elft.nhs.uk/sites/default/files/2022-09/Alcohol%20%26%20Substance%20Misuse%20Policy%205.0_0.doc

Please see page one of the Alcohol and Substance Misuse policy.

Question 2: Does your authority's current occupational health policy include sections or subsections which cover the use of alcohol and/or other substances by employees of your authority who are registered healthcare professionals, including but not limited to alcohol and/or substance addiction and/or impairment at work due to substance use? If so, on what date was this policy implemented? Please provide a copy of your current occupational health policy

Answer: The Trust has reviewed question 2 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

The information requested is accessible here:

https://www.elft.nhs.uk/sites/default/files/2022-09/Alcohol%20%26%20Substance%20Misuse%20Policy%205.0_0.doc

Please see page twelve of the Alcohol and Substance Misuse policy.

Question 3: What policy within your authority covers performance management issues related to alcohol and substances within the workplace, including but not limited to impairment at work due to alcohol or substance use, and/or criminal activity either during or outside of work hours related to alcohol and substance use? On what date was this policy implemented? Please provide a copy of the current policy in which this information is included.



Answer: The Trust has reviewed question 3 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

The information requested is accessible here:

https://www.elft.nhs.uk/sites/default/files/2022-09/Alcohol%20%26%20Substance%20Misuse%20Policy%205.0_0.doc

Please see Appendix three of the Alcohol and Substance Misuse policy.

Question 4: If there is a concern regarding a registered healthcare professional employee's alcohol or substance use, please outline the process applied within your authority for dealing with the issue, with reference to pathways for the employee concerned, and who has responsibility for decision making for any given pathway the employee is placed upon, and how decisions are made as to how the pathways are implemented

Answer: The Trust has reviewed question 4 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 21(1) of the FOI Act states:

(1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.

The information requested is accessible here:

https://www.elft.nhs.uk/sites/default/files/2022-09/Alcohol%20%26%20Substance%20Misuse%20Policy%205.0_0.doc

Please see 8.5 on page 9 of the Alcohol and Substance Misuse policy.

<https://www.elft.nhs.uk/sites/default/files/2022-09/Disciplinary%20Policy%206.3%20%281%29.pdf>

Please see the Disciplinary Policy and Procedure.



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