



East London
NHS Foundation Trust
Information Governance
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7th August 2026

Our reference: FOI DA6666

We are responding to your request for information received 17th June 2026. We are sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

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

Yours sincerely,

FOI Team

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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'what matters' to everyone, achieve a better quality
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Chief Executive Officer: Lorraine Sunduza
Chair: Eileen Taylor

Request:

I would like to request the following information concerning your organisation's workplace drug and alcohol testing arrangements for its own employees and contractors:

Question 1: Does East London NHS Foundation Trust conduct drug and/or alcohol testing on its own employees or contractors — whether as part of pre-employment screening, random testing, for-cause testing, or post-incident testing?

Answer: No

Question 2: If yes, what testing method(s) are used (e.g. urine immunoassay, oral fluid screening, hair analysis, blood testing, breathalyser)?

Answer: Not applicable.

Question 3: What cut-off threshold(s) and confirmation standard(s) are applied? Please specify the screening and confirmatory cut-offs for THC/cannabis metabolites in particular, and the analytical standard followed (e.g. EWDTS, SAMHSA/US-DOT, manufacturer default).

Answer: Not applicable.

Question 4: What safeguards are in place for employees who may test positive due to:
(a) Use of lawful, commercially available CBD products (which may contain trace THC below the 0.2% legal limit);
(b) Prescribed medication (e.g. Sativex, Epidiolex, or other cannabinoid-based medicines);
(c) Passive or environmental exposure?
Specifically, does the process include review by an independent Medical Review Officer (MRO) or equivalent qualified professional before any disciplinary action is taken?

Answer: Not applicable.

Question 5: How many employees have been subject to disciplinary action or dismissal based wholly or partly on a positive drug test result in the last three years? Of those, how many involved cannabis/THC as the substance detected?

Answer: Not applicable.

Question 6: Has East London NHS Foundation Trust received any formal grievances, complaints, or employment tribunal claims relating to its drug testing procedures or outcomes in the last three years? If so, how many, and what was the general nature of the complaint?

Answer: Not applicable.

Question 7: Please provide a copy of your current drug and alcohol testing policy (or the relevant sections of your wider HR/disciplinary policy that govern drug and alcohol testing), together with any associated guidance issued to managers or employees.

Answer: Not applicable.



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