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Our ref: IG/FOI/FOI.439.26

20 October 2026

Sent via email to: [redacted]

Dear [redacted]

**Request under the Freedom of Information Act 2000**

I write further to your request for information which was received on 12 October 2026 to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) partly holds the information that you require. For ease of reference your request is set out below and the Health Board's response follows each question individually.

Your Freedom of Information (FOI) Request and Powys Response (Bold):
I am writing to you under the Freedom of Information Act to request the following information:

Freedom of Information Request — Workplace Drug and Alcohol Testing Policies

I am writing to make a request under the Freedom of Information Act 2000.

Please could you provide the following information:

Q1. Does your health board operate a workplace drug and alcohol testing policy for staff (including staff working in substance misuse and addiction services)? If so, please provide a copy of the current policy, or confirm the date it was last reviewed.- **No. Powys Teaching Health Board (PTHB) does not carry out workplace drug and alcohol testing and does not have a workplace drug and alcohol testing policy.**

Q2. Does the policy include the following safeguards:
(a) Engagement of an independent Medical Review Officer (MRO) or equivalent qualified professional to review positive drug test results before any disciplinary action is taken; - **Not applicable.**
(b) Obtaining an independent toxicological opinion when a positive result may be attributable to legal substances (such as over-the-counter CBD products, prescription medication, or dietary sources); - **Not applicable.**

(c) Offering confirmatory re-testing or independent analysis following a disputed positive result; - **Not applicable.**
(d) Referral to Occupational Health before disciplinary proceedings are initiated on the basis of a drug test result; - **Not applicable.**
(e) Maintenance of a written drug and alcohol testing policy that meets the standards recommended by the ACAS guidance on managing drug and alcohol misuse at work? - **Not applicable.**

Q3. What type of drug screening devices or methods are used for initial testing (e.g. oral fluid point-of-care immunoassay, urine immunoassay, laboratory analysis)? - **Not applicable.**

Q4. Are all positive screening results confirmed by a second, independent analytical method (specifically GC-MS or LC-MS/MS) before any disciplinary, welfare or employment decision is made? - **Not applicable.**

Q5. Is your health board aware that peer-reviewed literature confirms that lawful, everyday substances can produce false positive results on immunoassay-based screening devices? Documented sources of cross-reactivity include poppy seeds, over-the-counter CBD products, prescribed medications (including codeine, tramadol, gabapentin and certain antidepressants), tonic water, bananas, passive or environmental exposure to cannabis smoke, and certain antihistamines, among others. - **Not applicable.**

Q6. Has your health board received any complaints, grievances or representations from staff who attributed a positive drug test result to any lawful source in the last five years? If so, how many and what was the outcome? - **Not applicable.**

Q7. What guidance, if any, has been issued to staff involved in drug testing about the possibility of false positives from lawful substances, and the appropriate steps to take before acting on a screening result? - **Not applicable.**

Q8. If your health board does not drug test staff: what procedure applies if a member of staff is reasonably suspected of being under the influence of drugs or alcohol at work (for example removal from duty, Occupational Health referral or the disciplinary process), and where is this written down? **– Please find enclosed FOI.439.26 Attachment 1 Staff Alcohol, Drugs and Substances Policy.**

If you are dissatisfied with the handling or response to your request, you have the right to ask for an internal review. Should you wish an internal review, please quote the reference number and send your correspondence to the above address.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Address: Information Commissioner's Office (Wales), 2nd Floor, Churchill House, Churchill Way, Cardiff, CF10 2HH.

Telephone: 0330 414 6421
Complaints Portal: www.ico.org.uk/foicomplaints
Web site: https://ico.org.uk/

**Re-use of Public Sector Information**
All information supplied by the Health Board in answering a request for information (RFI) under the Freedom of Information Act 2000 will be subject to the terms of the Re-use of Public Sector Information Regulations 2015.

Under the terms of the Regulations, the Health Board will licence the re-use of any or all information supplied if being used in a form and for the purpose other than which it was originally supplied. This license for re-use will be in line with the requirements of the Regulations and the licensing terms and fees as laid down by the Office of Public Sector Information (OPSI). Most licenses will be free; however, the Health Board reserves the right, in certain circumstances to charge a fee for the re-use of some information which it deems to be of commercial value.

Further information including a sample license terms and fees can be found at Open Government Licence.

Yours sincerely



**Mark McIntyre**
**Deputy Director for People and Culture**

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi.

We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.