

**Police Headquarters**

London Road
DEVIZES
Wiltshire
SN10 2DN

Date: 25/06/2026

Our ref: FOI 2026/567

I write in connection with your request for information dated 22/06/2026 concerning Workplace Drug and Alcohol Testing Policies.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered and I am able to respond as follows.

You wrote and our response:

1. Does Wiltshire Police 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? [Yes Wiltshire Police does conduct drug and alcohol testing on it's own employees.](#)

2. If yes, what testing method(s) are used (e.g. urine immunoassay, oral fluid screening, hair analysis, blood testing, breathalyser)? [Hair analysis upon entry to the organisation for police officers. Oral fluid screening and breathalyser for random or with cause tests.](#)

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).

[Each case is dealt with on a case by case basis and advice is sought from our provider on each case.](#)

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);

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(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?

Each case is dealt with on a case by case basis in consultation with Appropriate Authority, Head of Professional Standards, the DCC and our provider's Doctor.

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?

One employee. Involving cannabis/THC as the substance detected.

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.

Please find attached.

I am satisfied that all the relevant information has been passed to me and been considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely

Force Disclosure Decision Maker

Wiltshire Police offers a re-examination of your case under its review procedure.



Force Disclosure Unit

Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN



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Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700

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Fax: 01625 524 510

Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit <https://ico.org.uk/global/contact-us/>