



**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland
Your Communities - Your Commissioner

Our ref: FOI 0014/26 – OPCC1174

Date: 28 July 2026

Name:

Email:

Dear

Freedom of Information Act 2000

I write further to your email dated 07 July 2026. This request falls as a freedom of information request. I note you seek access to the following information:

I am researching workplace drug and alcohol testing practices across public sector organisations in England and Wales, with a particular focus on the safeguards in place to prevent unfair dismissals resulting from false positive drug test results.

As the Police and Crime Commissioner for Leicestershire, your office has responsibility for setting policing priorities, holding the Chief Constable to account, and overseeing complaints and conduct. I would like to request the following information:

1. Is the PCC aware of the drug and alcohol testing policy used by Leicestershire Police for its officers, police staff, and contractors?

If so, does the PCC hold a copy of that policy, and has the PCC reviewed or approved it?

2. Does the Leicestershire Police drug testing policy include the following safeguards: (a) Confirmatory laboratory testing (e.g. LC-MS/MS or GC-MS) before any adverse action is taken on the basis of an immunoassay screening result;

(b) Review by an independent Medical Review Officer (MRO) or equivalent qualified professional;

(c) Consideration of lawful explanations for a positive result, including the use of commercially available CBD products, prescribed cannabinoid-based medicines (e.g. Sativex, Epidiolex), or dietary sources;

(d) Referral to Occupational Health before disciplinary proceedings?

3. In the last three years, has the PCC received any complaints, representations, or correspondence from officers, staff, or members of the public regarding Leicestershire Police's drug testing procedures or outcomes?

4. Has the PCC commissioned, funded, or overseen any substance misuse or drug



testing services in the Leicestershire area? If so, do the commissioning contracts or service specifications require the safeguards listed in Question 2?

5. Is the PCC aware of any officer or staff member of Leicestershire Police who has been dismissed or subjected to disciplinary action based solely on an unconfirmed immunoassay drug screening result (i.e. without confirmatory laboratory testing)?

Your request for information has now been considered, and the response can be found below:

1. Is the PCC aware of the drug and alcohol testing policy used by Leicestershire Police for its officers, police staff, and contractors?

If so, does the PCC hold a copy of that policy, and has the PCC reviewed or approved it?

Any such policy would be one that would be held by Leicestershire Police and not this office. You can request this information from Leicestershire Police, by using the following link; [Request information | Leicestershire Police](#)

2. Does the Leicestershire Police drug testing policy include the following safeguards: (a) Confirmatory laboratory testing (e.g. LC-MS/MS or GC-MS) before any adverse action is taken on the basis of an immunoassay screening result;

(b) Review by an independent Medical Review Officer (MRO) or equivalent qualified professional;

(c) Consideration of lawful explanations for a positive result, including the use of commercially available CBD products, prescribed cannabinoid-based medicines (e.g. Sativex, Epidiolex), or dietary sources;

(d) Referral to Occupational Health before disciplinary proceedings?

Please see response to question 1.

3. In the last three years, has the PCC received any complaints, representations, or correspondence from officers, staff, or members of the public regarding Leicestershire Police's drug testing procedures or outcomes?

The PCC is not aware of any complaints, representations or correspondence from officers, staff or members of public regarding the Leicestershire Police's drug testing procedures or outcomes.

4. Has the PCC commissioned, funded, or overseen any substance misuse or drug testing services in the Leicestershire area? If so, do the commissioning contracts or service specifications require the safeguards listed in Question 2?

The PCC has commissioned services to Drug Test on Arrest in custody suites for designated trigger offences, for the period of July 2023 to July 2026. This testing is for those arrested in the community.



The commissioned service does not have the above specifications as outlined in Q2 included as the drug test on arrest process works to Home Office custody standard. This is not the procedure used for testing Police staff or officers unless they have been arrested as the perpetrator of a trigger offence crime.

5. Is the PCC aware of any officer or staff member of Leicestershire Police who has been dismissed or subjected to disciplinary action based solely on an unconfirmed immunoassay drug screening result (i.e. without confirmatory laboratory testing)?

The PCC is not aware of any officer or staff member of Leicestershire Police who has been dismissed or subjected to disciplinary action based solely on an unconfirmed immunoassay drug screening result.

If you are not satisfied with our response to your request, under Section 17 of the FOIA you are entitled to ask for an internal review of our decision. Any internal review needs to be submitted within two months of the date of receipt of this response and state why you are unhappy with the response. You can submit an internal review in the following ways:

- Emailing the OPCC Inbox to OPCC@leics.police.uk. or
- Writing to the OPCC at – The Office of the Police and Crime Commissioner for Leicester, Leicestershire and Rutland, Police Headquarters, St Johns, Enderby, Leicestershire, Leicestershire, LE19 2BX
- By phone – 0116 229 8980 (as a reasonable adjustment under the Equality Act 2010).

If you are not satisfied with the outcome of the internal review under Section 50 of the FOIA you can apply directly to the Information Commissioner (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the internal review procedure provided by the OPCC. You can contact the ICO in the following ways:

- Online at the ICO – <https://ico.org.uk/global/contact-us/>. or;
- Writing to the ICO at –Information Commissioner's Office Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Yours sincerely,

Office of the Police and Crime Commissioner.