

HEALING IN MOTION

Understanding lawful medical cannabis prescriptions in everyday workplaces

HEALING IN MOTION — WORKPLACE OVERVIEW
(Review & Discussion Copy)

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PAGE 1 — INTRODUCTION

Medical cannabis has been lawful in the UK since November 2018, when certain cannabis-based products for medicinal use were rescheduled and made available through specialist prescription.

Although prescriptions remain relatively uncommon, an increasing number of patients across the UK now receive legally prescribed cannabis-based medicines under specialist medical supervision.

In many cases, these patients are also employees participating in normal working life.

For employers and small businesses, the subject can sometimes raise uncertainty. Questions may arise around legality, workplace policy, safety considerations, or how to respond proportionately when a lawful prescription intersects with workplace environments.

Healing in Motion has been developed to support clearer understanding in these situations.

The purpose of this overview is not to provide legal advice or replace organisational policy. Instead, it aims to offer context that may assist employers and professionals when they encounter lawful medical cannabis prescriptions within everyday workplace environments.

PAGE 2 — WHY THIS TOPIC MATTERS FOR EMPLOYERS

For many patients, prescribed medical cannabis is used as part of a structured treatment plan intended to support stability, symptom management, and day-to-day functioning.

Patients receiving lawful prescriptions are not operating outside the law. They are engaging in regulated medical treatment prescribed by specialist clinicians.

However, awareness of the legal framework remains limited across many sectors. This can sometimes create unnecessary tension where employers, managers, or colleagues are unsure how to interpret the situation.

The aim of Healing in Motion is not to challenge organisations, but to help provide context so situations involving prescribed treatment can be approached calmly and proportionately.

PAGE 3 — KEY PRINCIPLES

A number of basic principles can help frame the discussion:

- Medical cannabis prescriptions in the UK are lawful when issued by a specialist doctor.
- Prescribed treatment takes place within established clinical and regulatory frameworks.
- Many patients use treatment specifically to support stability and functional day-to-day living.
- Situations involving prescribed treatment often benefit from proportionate, informed responses rather than assumptions.

Healing in Motion focuses on supporting that understanding.

PAGE 4 — WHAT THE HEALING IN MOTION FRAMEWORK PROVIDES

The full Healing in Motion framework is designed as an educational resource exploring medical cannabis through three interconnected perspectives:

Legal context

Clarifying the current legal framework surrounding prescribed cannabis-based medicines in the UK.

Human context

Explaining why some patients rely on these treatments and how they support everyday functioning.

Organisational context

Encouraging proportionate responses where prescribed treatment intersects with workplace, housing, or authority environments.

The aim is not to provide legal advice, but to improve understanding where uncertainty may currently exist.

PAGE 5 — CLOSING

Healing in Motion is shared selectively and contextually with organisations that may encounter situations where prescribed medical cannabis intersects with everyday environments.

This short overview is intended only to introduce the framework and its purpose.

If the topic raises questions, reflections, or curiosity, the next step is simply conversation.

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