



HEALING IN MOTION

People are always part of the picture

Understanding Lawful Medical Cannabis Prescriptions in Workplace Settings

Workplace Overview — Review & Discussion Copy

Operational guidance for employers, HR professionals, and managers encountering lawful medical cannabis prescriptions in workplace settings.

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Operational clarity for a lawful patient population.

Introduction

Why This Matters Now

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, the number of patients receiving legally prescribed cannabis-based medicines continues to increase within UK specialist care.

Many of these individuals are active participants in the workforce.

For employers, this introduces a developing area of responsibility where lawful medical treatment intersects with workplace environments, policies, and decision-making.

Where this intersection is not clearly understood, uncertainty can arise — particularly in relation to legality, workplace safety, and appropriate organisational response.

Uncertainty in these areas does not remove responsibility. Employers are expected to operate within current legal and regulatory frameworks, even where understanding is still developing.

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

This overview provides context to assist employers and professionals in approaching lawful medical cannabis prescriptions in a manner that is informed, proportionate, and aligned with existing obligations.

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Why This Topic Matters for Employers

For many patients, prescribed medical cannabis forms 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 under specialist supervision.

However, awareness of the legal framework remains limited across many sectors. Where understanding is incomplete, workplace situations can become unnecessarily complex. Concerns may be misinterpreted. Decisions may be made without full context.

This creates risk in two directions:

For employees

Who may experience inappropriate challenge, escalation, or disciplinary action in response to lawful medical treatment.

For employers

Where decisions may not align with legal or organisational obligations, creating exposure and inconsistency.

Clarity reduces this risk. The purpose of Healing in Motion is to support that clarity — enabling employers to approach these situations with confidence, consistency, and proportionate judgement.

Key Principles

Several core principles underpin the handling of lawful medical cannabis within workplace environments:

- Medical cannabis prescriptions in the UK are lawful when issued by a specialist doctor
- Prescribed treatment takes place within established clinical and regulatory frameworks
- Employees receiving lawful prescriptions are participating in recognised medical treatment
- Many patients use treatment to support stability, not impairment
- Situations involving prescribed treatment require informed, proportionate assessment — not assumption

Where these principles are not understood or applied, responses may become inconsistent or disproportionate. Clear principles support consistent decision-making.

The Healing in Motion Framework

The Healing in Motion framework is designed as an operational educational resource, supporting organisations where medical cannabis intersects with real-world environments.

It brings together three key perspectives:

Legal context

Clarifying the current legal position

Clarifying the current legal position surrounding prescribed cannabis-based medicines in the UK — ensuring responses are grounded in what the law actually says.

Human context

Explaining the role of treatment

Explaining the role of treatment in supporting stability and functional participation in daily life — helping professionals understand what lawful prescribed use actually looks like.

Organisational context

Supporting proportionate responses

Supporting proportionate, defensible responses where prescribed treatment intersects with workplace, housing, or authority environments — giving organisations a structured pathway through uncertainty.

The framework does not replace organisational policy or legal advice. It supports organisations in applying existing responsibilities with greater clarity, particularly in areas where misunderstanding may otherwise lead to inconsistent or inappropriate handling.

Closing

Lawful medical cannabis prescriptions are now part of the wider UK treatment landscape.

As this becomes more visible within workplace environments, the expectation for informed and proportionate handling increases.

For employers, this is not solely a matter of awareness.

It is a matter of responsibility, consistency, and defensible decision-making.

Where understanding is limited

Risk increases. Responses become reactive, inconsistent, and potentially disproportionate.

Where understanding is established

Situations can be managed calmly and proportionately, with confidence and consistency.

Healing in Motion exists to support that transition — from uncertainty to clarity, and from reactive handling to structured response.

For further discussion:

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