I. Policy Statement
   A. The purpose of this policy is to ensure safe patient care at University of Missouri Hospitals and Clinics (UMHC) by requiring pre-employment drug testing for all new residents. This policy provides guidelines for testing, notification of results, and related employment decisions.
   B. This policy is important because patient safety and resident well-being are in jeopardy when a physician is under the influence of drugs.

II. Definitions
   A. Medical Review Officer (MRO) is an individual designated by the Chief Executive Officer (CEO) of UMHC to review drug test results and review appeals of positive test results.
   B. Prohibited drug usage is the illegal use of narcotics, drugs, or controlled substances.

III. Process/Content
   A. Before commencing performance of duties, all prospective residents must undergo drug testing as a condition of employment, and the drug test shall produce a negative result.
   B. No prospective resident shall begin working until results of the test have been reviewed in Human Resources (HR).
   C. Any prospective resident who refuses to undergo such testing may, at the discretion of their clinical department, not be considered qualified for employment, and previously extended offers of employment and contracts may be rescinded.
   D. Testing services will be provided by a certified laboratory. The laboratory shall ensure:
      1. Proper maintenance of confidentiality. The name of the individual providing the sample will not be provided to the laboratory performing the test. Rather, testing numbers assigned to the specimen at the time of the test will be used for communication with the laboratory. The laboratory
will only provide test results to the Chief Human Resources Officer (CHRO) of UMHC.

2. Proper maintenance of chain of custody.

3. A positive drug screening test will be confirmed by an approved confirmation test, such as gas chromatography or mass spectrometry.

4. The laboratory will only report a positive test of a particular sample to the MRO after both the screening and confirmation tests are positive.

5. The MRO will report confidential positive results to the CHRO or designee.

6. Proper specimen collection, labeling, and protection from contamination.

7. All specimen collection pursuant to this program shall be minimally intrusive, as follows:
   a. Urine samples will be collected in a confidential environment.
   b. The collection will be performed by trained personnel.
   c. The procedures followed shall be similar to those required for physical examinations.
   d. The personnel conducting the testing shall not directly observe the prospective resident produce a sample.

E. A certified laboratory will test all samples for illegal and/or inappropriate drugs, including, but not limited to:
   1. Amphetamines, including d-Amphetamines and Methamphetamines
   2. Cocaine
   3. Opiates, including Codeine, Heroin, Hydromorphone, Morphine
   4. Phencyclidine (PCP)
   5. Cannabinoids (Marijuana metabolites)
   6. Methadone
   7. Propoxyphene

F. Notification
   1. Prior to finalizing a contract, the School of Medicine (SOM) department where the residency program is housed and/or HR shall inform all residents that UMHC conducts pre-employment drug testing for safety-sensitive positions, including residents.
   2. The SOM department and/or HR shall notify prospective residents that they need to go to a designated site for a specimen collection. The prospective resident must report to the designated collection site on the date and time assigned.
   3. It is a condition of employment at UMHC that residents be, and remain, free of illegal drugs, controlled substances, and alcohol while at work and while performing job functions related to employment at UMHC. If a
Title: GME-08 Drug Testing Policy for Training Residents

confirmatory test reveals prohibited drug usage for the prospective resident, the UMHC HR department shall notify the program director of the SOM department where the individual’s training program is housed, as well as the Senior Associate Dean of Graduate Medical Education in the SOM at the University of Missouri-Columbia, who oversees coordination of all residency programs. The program director will be instructed to notify the prospective resident of the positive test results.

4. The program director, in consultation with the department chair, Chief of Staff, and Senior Associate Dean of Graduate Medical Education, will determine if the prospective resident’s employment contract will be terminated. At the discretion of the department, the prospective resident may be given alternatives, such as delaying the start of residency training for a period of time while completing a drug treatment program. Any costs associated with treatment will be borne by the resident and/or the SOM department.

5. The program director should provide a written agreement of a treatment plan and a plan for returning to the residency program, with copies to the individual resident and his/her personnel file. The agreement should outline all pertinent treatment costs, time period for the resident to be absent from the training program, and conditions for return to the training program. The plan will be reviewed and approved by a special committee convened by the Graduate Medical Education Committee (GMEC) chair.

6. Any required reporting to outside agencies will be done by the Senior Associate Dean of the Graduate Medical Education program at the SOM, UMC, who oversees the coordination of training programs.

G. Compliance

1. Prospective residents will promptly comply with the UMHC request for testing.

2. If a prospective resident refuses to submit to testing or engages in any conduct jeopardizing the integrity of the specimen or the reliability of the drug test, the program director of the training program will be notified and the prospective resident’s contingent offer of employment may be rescinded.

3. If a prospective resident fails to schedule or to appear for a drug test specimen collection, or postpones or reschedules specimen collection without good cause, the program director will be notified and the resident’s employment will be terminated.

H. Record Keeping
Title: GME-08 Drug Testing Policy for Training Residents

1. Drug testing records will be kept for a minimum of two years and will be kept confidential to the extent permitted by law.

I. Appeals: A prospective resident who has tested positively for prohibited drugs will, upon request, be provided an opportunity for a meeting with the MRO and HR representative to explain mitigating circumstances. In order to evaluate said explanation, the prospective resident may be requested to provide a medical release.

J. If a prospective resident disputes the validity of a positive test result, the prospective resident may request a re-test of his or her original sample, after agreeing to pay any cost associated with the second test. If the second test is negative, UMHC will pay for or reimburse the prospective resident for the cost of the re-test.

K. A prospective resident who wishes to appeal the findings must provide a written appeal notice to the HR department within 72 hours of receiving notification of a positive test result.

L. Incidents of suspected substance abuse other than at the time of hiring are subject to Hospital Policy 5012.

IV. Attachments

Hospital Policy 5012

References, Regulatory References, Related Documents, or Links

Not Applicable