


# Title: Graduate Medical Education - Drug Testing Policy for Training Residents

	<b>Document Owner:</b> Crystal Arellano	<b>Last Approved Date:</b> 12/09/2024
	<b>Content Expert:</b> CHRISTI McCoy	Ref#17545

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## I. Policy Statement

- a. The purpose of this policy is to ensure safe patient care at University of Missouri Healthcare (MUHC) and all programs under its sponsorship 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. **Resident** – Resident means an intern, resident, or fellow who is formally accepted, enrolled, and participating in an approved MUHC medical training program. (based on CMS Guidelines for Teaching Physicians, Interns, and Residents and ACGME Glossary of Terms)
- b. Medical Review Officer (MRO) is an individual designated by the drug testing facility to review drug test results and review appeals of positive test results.
- c. Prohibited drug usage is the illegal use of narcotics, illicit 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 will not be considered qualified for employment, and previously extended offers of employment and contracts will be rescinded.
- d. Testing services will be provided by a certified laboratory. The laboratory shall ensure:

# Title: Graduate Medical Education - Drug Testing Policy for Training Residents

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 Human Resources Office (HRO) of the training program's institution.
  2. Maintain proper 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 HRO 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. Methadone
  6. Propoxyphene
- f. Notification
1. Training program coordinators shall inform all residency candidates via email that MUHC and its affiliated training programs conduct pre-employment drug testing for safety sensitive positions, including residents.

## **Title: Graduate Medical Education - Drug Testing Policy for Training Residents**

2. The HR office shall notify prospective residents of their designated specimen collection site. The prospective resident must report to the designated collection site on the date and time assigned.
  3. It is a condition of employment at MUHC and its affiliated training programs that residents be, and remain, free of illegal drugs and controlled substances while employed and be alcohol free while performing job functions related to employment at MUHC. If a confirmatory test reveals prohibited drug usage for the prospective resident, the HR department shall notify the Office of Graduate Medical Education (GME).
  4. GME will notify the program director for the individual's training program.
  5. The program director will be instructed to notify the resident of the positive test result and that their offer of employment is rescinded.
  6. Any required reporting to outside agencies will be done by the Senior Associate Dean for Graduate Medical Education who oversees the coordination of training programs.
- g. Record Keeping
1. Drug testing records will be kept for a minimum of two years and will be kept confidential to the extent permitted by law.
- h. 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.
- i. 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, the prospective resident will be reimbursed for the cost of the re-test.
- j. 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.
- k. Incidents of suspected substance abuse other than at the time of hiring are subject to Hospital Policy 5012 for MUHC or relevant policies for other sponsored programs.

### **IV. Attachments**

[Staffing Management - HR-5012: Drug-Alcohol Fitness for Duty - Policy](#)

**Title:** Graduate Medical Education - Drug Testing Policy for Training Residents

- V. **References, Regulatory References, Related Documents, or Links**  
Not Applicable