



FOUNDED BY BRIGHAM AND WOMEN'S HOSPITAL
AND MASSACHUSETTS GENERAL HOSPITAL

Information on Partners Pre-Employment Drug Screening Policy for Graduate Medical Education (GME) Trainees

Rationale for pre-employment drug screening

Partners HealthCare System is committed to maintaining a safe, healthy and efficient environment that enhances the welfare of its employees, patients and visitors. For this reason, a pre-employment drug screening program has been implemented for all employees. The screening will test for illegal drugs and for legal drugs that are not being used as intended (i.e. without a prescription). A copy of the policy is appended below.

Offers of employment for professional staff, including graduate medical education (GME) trainees - recruited directly or via a national match program - are conditional and depend on successful completion of pre-employment drug screening and the credentialing process for appointment to the professional staff. Conditions of employment can be found at <https://www.partners.org/For-Medical-Professionals/Employment-Conditions.aspx>

Policy implementation for Graduate Medical Education (GME) trainees

GME trainees (i.e. residents and fellows in GME programs sponsored by Partners hospitals) who have accepted an offer or registered their final rank list prior to November 15, 2018 are exempt. All other GME trainees initiating employment at a Partners hospital on or after January 1, 2019 will be subject to the policy.

Results of previous drug screens conducted by other employers will not fulfill the Partners HealthCare policy requirement, but trainees who were tested by Partners within the past six months do not have to be re-tested. Pre-employment testing is not required for trainees transferring employment from one Partners institution to another (e.g. moving from a preliminary year to a residency, or a residency to a fellowship).

Timing and location of drug testing

Drug testing should be undertaken within two weeks of an accepted offer (or confirmation of a match) at Partners. *A delay in completing the drug testing process can prevent completion of the credentialing process in time for the GME program's start date.*

Testing can be done at:

- Partners Occupational Health sites in and around Boston (utilizing saliva testing), or
- Quest laboratories: those who live internationally or out of state will be referred to the nearest Quest Laboratory collection site for their drug screening (utilizing urine testing).

Detailed instructions about testing will be provided with other credentialing and onboarding information.

Drugs included in the screen

Testing is limited to cocaine, amphetamine, methamphetamine, PCP, opiates, barbiturates, benzodiazepines, and methadone.

Results reporting

The medical review officer will contact individuals whose test indicates the presence of one of the substances noted above, generally within 7-10 days of the testing. If there is documentation of a valid prescription, the test will be reported to Occupational Health as “negative”. A screen that indicates the presence of any drug, legal or illegal, for which the medical review officer cannot verify valid use will be reported to Occupational Health as a positive test. The medical review officer will indicate to the individual with a positive screen whether the determination is of a positive or negative test result.

Results (negative or positive) are not reported to outside agencies (state board of medicine, etc.)

If testing is refused

Candidates who refuse to participate in a drug screen or who fail to complete the screening in the necessary time frame will not be eligible for employment.

Positive tests

Candidates with a positive test can meet with Occupational Health Services to discuss any questions or concerns of a technical nature related to testing.

Candidates who wish to dispute a positive result have the right to request that the sample be tested at a second independent certified lab at their own expense. For this reason, positive samples are maintained at the lab for a period of one year.

In the case of a positive test, the hospital’s chief medical officer, chief of service, and program director, in conjunction with the vice president of Human Resources, will determine on a case-by-case basis whether additional circumstances need to be considered.

Questions?

Questions about the mechanics of testing or obtaining results can be directed to Partners Occupational Health: phsocchealth@partners.org.

General

Policy Management

Document Title:	Pre-Employment Drug Testing Policy	Policy Content ID:	PHS-3203
Policy Type:	Partners HealthCare	Status:	Active
Applies To:	New hires	Issuing Entity:	PHS (Partners HealthCare System)
Approved by:	Carole Bradford	Business Unit:	PHS (Partners HealthCare System)
Original Approval Date:	1/31/2018	Department:	Human Resources
Original Effective Date:	1/31/2018	Domain:	Human Resources
Current Revision Effective Date:	1/31/2018	Contact Person:	HR Business Partner
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Published Date:	1/31/2018		

Policy

Keywords:	
Purpose:	
Definitions:	
Policy Statement:	<p>1. POLICY</p> <p>1.1. Partners HealthCare System (PHS) is committed to maintaining a safe, healthy and efficient environment that enhances the welfare of its employees, patients and visitors.</p> <p>1.2. Effective 2/1/18, PHS will implement a pre-employment drug screening program.</p> <p>1.3. Pre-employment drug screening is required for all new hires and refusal to take part in this screening will be considered a positive test.</p> <p>2. DEFINITIONS</p> <p>2.1. Legal drugs include: Prescribed drugs and over-the-counter drugs which have been legally obtained through an established patient-physician relationship and are being used for the purpose for which they are prescribed or manufactured.</p> <p>2.2. Illegal drugs include: Any drug (a) which is not legally obtainable; or (b) which is legally obtainable but has not been obtained through a legal route. The term includes prescribed drugs not legally obtained and prescribed drugs not being used for the prescribed purposes as determined by the Medical Review Officer (MRO).</p> <p>2.3. Positive test: The presence of any illegal drug for which the Medical Review Officer (MRO) does not discover a valid reason, constitutes a positive test. The presence of any legal drugs for which there is not a prescription also constitutes a positive test.</p>

2.4. Medical Review Officer: A Medical Review Officer (MRO) is an independent third party person who is a licensed physician and responsible for receiving and reviewing laboratory results generated by an employer's drug screening program and evaluating medical explanations for certain drug test results.

3. PROCEDURES

3.1. Applicants will be notified at the time of application of the requirement for pre-employment drug screening and that a conditional offer of employment will typically be rescinded if the applicant fails to comply with pre-employment drug screening or if the screening test is positive.

3.2. After an offer of employment has been made, a drug test will be administered either by a Partners Occupational Health Facility or a Quest Diagnostics Lab location that is convenient to the candidate within a specified time period. If a screening test is positive, the lab will automatically test the same specimen through a confirmatory testing process prior to forwarding the results to the Medical Review Officer (MRO).

3.2.1. The following drugs will be tested for:

- a. Cocaine
- b. Amphetamine
- c. Methamphetamine
- d. PCP
- e. Opiates
- f. Barbiturates
- g. Benzodiazepines
- h. Methadone

3.3. All positive tests will be reviewed by an independent certified MRO to make the determination whether the positive test is due to illegal drug use.

3.4. The MRO will contact any prospective employee who has a positive confirmatory test, and then notify Partners Occupational Health Services.

3.5. If the MRO determines a test is positive, the Director of Partners Occupational Health Services (or their designee) will notify the Vice President of Human Resources (or their designee), who will determine whether the conditional job offer will be rescinded.

4. RESPONSIBILITY

4.1. The administration of this policy is the responsibility of the Vice President of Human Resources (or designee).

**Scope or
Applicability:**

Related Policies and References

Related Policies

Document Title	Issuing Entity	Business Unit	Domain	Attachments
No Records Found				

References

References:	
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Authoritative Sources

Authoritative Sources

Source Name
No Records Found

Attachments

Name	Size	Type	Upload Date	Downloads
No Records Found				

Policy Revision History

Policy Version	Author(s)	Reason for Revision	Revision Date	Reviewed By	Original Review Date	Revision Approval Date
No Records Found						

Development and Consultation

Original Review Date	Reviewed By	Reviewer Approval Date
12/13/2017	HR Execs	1/31/2018

Policy External Link

Policy External Link:	https://grcarcher.partners.org/default.aspx?requestUrl=..%2fGenericContent%2fRecord.aspx%3fid%3d386317%26moduleId%3d65
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