

## PRE-EMPLOYMENT DRUG TESTING FOR GME RESIDENTS

### I. Introduction:

The University of Tennessee Health Science Center (UTHSC) will provide an environment for the safe conduct of its mission in education, research, community service, and patient care. This policy is intended to ensure safe patient care at the UTHSC teaching hospital partners by requiring pre-employment drug testing for all new residents. This policy provides guidelines for testing, notification of results, and related employment decisions.

### II. Definitions:

- a. **Resident** - any resident or fellow employed by the University of Tennessee through the Graduate Medical Education (GME) Office whether in an accredited or non-accredited program
- b. **Medical Review Officer (MRO)** - individual designated to review drug test results
- c. **Prohibited drug usage** - the illegal use of narcotics, drugs, or controlled substances

### III. Process:

- a. Before commencing performance of duties, all prospective residents must undergo drug testing as a condition of employment
- b. The drug test must be administered through the GME approved vendor, Mobile Health Screenings or University Health Services (UHS) for Memphis and Jackson residents.
- c. The drug test may not be administered sooner than six (6) weeks prior to a start date (May 15 for July 1) at the beginning of the new academic year. The drug test may not be administered later than the first day of employment.
- d. The results of the drug test for PGY1 residents and any off-cycle residents must be received within five (5) business days after the start of the training program, but should be received before commencing of training and must be negative
- e. The results of the drug test for PGY 2-7 residents and any off-cycle residents must be received within five (5) business days after the start of the training program and must be negative
- f. A positive drug test will be confirmed by an approved confirmation test
- g. Should the confirmation test be positive the laboratory shall notify the MRO, the Associate Dean for GME and the Assistant Dean
  - i. The resident will be immediately removed from patient care activities
  - ii. The Associate Dean for GME will consult with the Program Director of the resident and will make the final determination of whether to allow the resident to continue training, be required to enter a treatment program at their own expense, provide regular drug screenings while in training, or be terminated from the University.
- h. The results of the drug test will be sent directly to the Assistant Dean in the GME office. The results of the drug test will not be accepted by the GME office if they were sent directly to the resident or fellow.
- i. Any resident that refuses to undergo pre-employment drug testing shall not be considered qualified for employment and will be terminated or offer rescinded
- j. Testing services in Memphis shall be provided by the approved vendor, Mobile Health Screenings or University Health Services

- k. Testing services in Nashville shall be provided by the St. Thomas Healthcare vendor and the results sent to the GME Office
- l. Confirmation testing for a positive test will be provided by an outside vendor
- m. The University of Tennessee by UT Policy HR0720 requires a drug free campus and workplace, and this policy applies to residents
- n. GME has a program for residents that are impaired. See GME Policy #260 Aid for Impaired Residents Program (AIRS)
- o. Drug testing results are not released to hospitals. The Associate Dean for GME attests that all incoming residents have had a test and they are negative, or the residents are being managed as required by GME policy. Any required reporting will be done by the Associate Dean for GME.

#### **IV. Substances:**

- a. University Health performs a 10-panel test for the following substances
  - i. Cocaine
  - ii. THC (marijuana)
  - iii. Opiates
  - iv. Amphetamines
  - v. Methamphetamines
  - vi. Phencyclidine (PCP)
  - vii. Benzodiazepines
  - viii. Barbiturate
  - ix. Methadone
  - x. Oxycodone
- b. The GME vendor performs a 12-panel test for the following substances
  - i. Amphetamine
  - ii. Methamphetamine
  - iii. MDMA
  - iv. Barbiturates
  - v. Benzodiazepines
  - vi. Buprenorphine
  - vii. Cocaine
  - viii. Marijuana
  - ix. Methadone
  - x. Opiates
  - xi. 6-Acetylmorphine
  - xii. Oxycodone

#### **V. Hospitals:**

- a. This drug test shall meet the requirements for drug testing for the residents for the following teaching hospitals
  - i. Baptist Memphis Hospitals
  - ii. Methodist Adult Hospitals
  - iii. Lebonheur Children's Hospital
  - iv. Regional One Health
  - v. VA Medical Center Memphis