Urine Drug Screen of UCSD House Officers

Policy Number: GME - 009
Effective Date: May 12, 2010

Description:
While currently it is not the policy of the UCSD Medical Center to drug test all House Officers routinely, on occasion drug testing may be indicated or an affiliated institution will request it for rotations at their facility. Many of these rotations at affiliated institutions are required components of training and it is important that UCSD comply with these requests. UCSD will be responsible for all such testing of House Officers and for notification of responsible parties. Furthermore, in accordance with MCP 558.1; Fitness for Duty, if there is significant documented reason to conclude that a House Officer may be a threat to the health and safety of patients, the trainee, or others in the workplace drug testing may be indicated.

Purpose:
To establish a policy governing drug screening of UCSD House Officers when indicated or when requested by affiliated institutions.

Scope:
All House Officers in a UCSD sponsored training program

Definitions:
COEM: Center for Occupational and Environmental Medicine

POLICY:
A. Urine drug screening (UDS) applies to all UCSD House Officers upon request of an affiliated institution or upon request of an institutional official. Urine drug screening must be done at COEM within 30 days prior to planned rotation, or immediately upon request of an institutional official.

B. If the House Officer is unable to provide a urine specimen for drug testing because of anuria due to a documented medical condition, arrangements must be made with the COEM Clinical Supervisor or designee for collection of a blood sample for drug testing.
C. Requests for urine drug screening examinations are initiated by the responsible party at the affiliated institution or when indicated by an institutional official. COEM will consult with the Office of GME and individual departments regarding the formulation of the procedural issues necessary to establish the program.

D. The Director of Professional Services, UCSD Medical Center, and the Associate Dean for GME & DIO will provide program oversight.

PROCEDURES AND RESPONSIBILITIES

A. URINE DRUG TESTING

1. Two months prior to rotating at an affiliated institution, the program coordinator or program director will insure that each House Officer is advised of urine drug screening requirements. The House Officer will be advised to bring photo identification to their appointment for the urine drug test procedure.

2. Urine drug screen results must be completed prior to the assigned rotation. This process must be initiated 30 days prior to rotation, and results available for transmission to the responsible party at the affiliated institution 15 days prior to rotation. Exceptions to this will only be considered on a case by case basis. The House Officer must consult with the Program Director if unable to complete drug screening within this 15-30 day time period.

3. The House Officer contacts COEM for an appointment. The House Officer must bring a photo ID to the urine drug screening appointment.
   i. A urine sample will be obtained for drug screen (UDS). Consent and Authorization for Release of Information Regarding Drug Testing will be obtained (Form D286). UDS must be obtained within 30 days prior to rotation date.
   ii. If a House Officer fails to report to the urine drug screen appointment he/she will be contacted to provide a random urine sample.
   iii. If the applicant is unable to provide a urine specimen for drug testing due to a valid medical reason he/she must make arrangements with COEM for a blood sample for drug testing. Documentation of the individual’s medical condition, including the fact that he/she is unable to provide a urine specimen must be provided to COEM by the House Officer’s health provider.
   iv. If the House Officer refuses to comply with urine drug screening requirements then he/she will not be allowed to complete the scheduled rotation.
1. Disciplinary action for refusal to comply with urine drug screening requirements will be at the discretion of the Program Director.

4. If a House Officer is observed to have deficiencies in performance or behavior related to their ability to perform clinical duties in a safe and satisfactory manner, this should be reported to the House Officer’s Program Director who will determine if further action is indicated. In the event the program director is unavailable the immediate supervising faculty member will be notified.
   i. The Program Director or supervising faculty member shall document observed deficiencies in House Officer performance or behavior.
   ii. The Program Director, supervising faculty, or other appropriate institutional official may determine that drug testing is indicated.
   iii. Other procedures will be followed as outlined in MCP 558.1; Fitness for Duty.

B. URINE DRUG SCREEN FINDINGS

1. Urine drug screens are sent to an independent laboratory for processing. This laboratory performs the drug screen, often within 24 hours, and will notify COEM of the results. In the event of a positive screen, the laboratory/COEM will make arrangements for confirmatory testing and follow standard COEM procedures.

2. COEM will notify the Office of GME of the House Officer’s drug screen status. Status will either be “Meets requirements”, “Delay in clearance”, or “Does not meet requirements”. If the House Officer fails to successfully complete testing of body fluids the individual has five days from the notification of the results in which to respond to the Director of GME or Associate Dean for GME. The individual may request retesting of his/her original sample. The individual is responsible for the cost of retesting. The House Officer’s Program Director will also be notified.

3. Results of urine drug screening will be treated as confidential in accordance with applicable Medical Center policy and procedures -- except that:
   i. Program Directors and coordinators, department chairs, and responsible parties at the affiliated institution may be informed regarding necessary work restrictions or that the House Officer will be unable to rotate to the affiliated institution.
   ii. Relevant information may be provided as appropriate upon request by government officials investigating ADA compliance, or pursuant to other official or legal request or order, in compliance with applicable Federal and State laws and Medical Center policies.
   iii. Drug screen results may be reviewed if future drug use is suspected or confirmed.
iv. It is up to the Program Director to determine how the House Officer’s training will be effected if he/she is unable to rotate at the affiliated institution:

C. RESPONSIBILITIES

1. COEM
   a. COEM is responsible for obtaining, prior to testing:
      • The signed Consent and Authorization for Release of Information Regarding Drug Testing (D286)

2. Program Directors/Coordinators
   a. The Program Director/Coordinator is responsible for:
      • Informing House Officers of the policies and procedures contained in this GME Policy.
      • Directing House Officers to contact COEM for physical urine drug testing at least 2 months prior to rotation date.
      • Advising the House Officer to present to their appointment with a picture ID for use with collection procedures for urine drug testing.

3. House Officer
   a. The House Officer is responsible for:
      • Completing urine drug screening requirements prior to the first working day of the rotation at the affiliated institution;
      • Comply with drug screening requirements at the request of an institutional official if a House Officer is observed to have deficiencies in performance or behavior related to their ability to perform clinical duties in a safe and satisfactory manner.
      • Understanding that noncompliance with required urine drug screening may be grounds for dismissal from the program or other disciplinary action as determined by the Program Director.
      • Calling the COEM to schedule an appointment for urine drug screening within the specified time period.

References:
UCSDMC MCP 611.3 I, Employee Physical Examination Program
UCSDMC MCP 611.2, “Employee Health Services Program”
UCSDMC MCP 611.5, “Employee Exposure to Communicable Diseases”
UCSDMC MCP 558.1, “Fitness for Duty”
UCSDMC MCP 2, “Privacy Statement: Access, Use and Disclosure of Health Information to Providers and Other Workforce Members.”
UC PPS I-2, “Policy on Substance Abuse”

**Regulatory References:**
--Title XXII California Administrative Code 70723
--Centers for Disease Control and Prevention (CDC) Advisory Committee on Immunization Practices: Immunization of Health-Care Workers
--California Department of Public Health Guidelines for Immunity
--Occupational Safety and Health Administration, Health and Safety Standards
--California Senate Bill 739, July 1, 2007
--The Joint Commission Infection Control Standard, January 1, 2007
  Americans With Disabilities Act (ADA)

**Attachments:**
None

**Approval Dates:**
GMEC: 5/12/2010

**Contact Information:**
Office of Graduate Medical Education; [http://meded.ucsd.edu/gme/](http://meded.ucsd.edu/gme/)