

	Name of Policy: Drug Screening Policy	
	Last Approval Date: January 20, 2017	Effective Date: January 20, 2017

Physicians must pass a post-offer drug and alcohol test as specified by the Affiliated Hospital's drug and alcohol testing program as a prerequisite of employment. The Physician shall not have the right to grieve his/her failure to successfully pass the post-offer drug and alcohol test pursuant to the Due Process and Resident Complaint Procedure.

Physicians shall participate in a program of random drug screening if required by their affiliated hospital.

A resident may be asked to participate in drug and alcohol screening for cause, in accordance with the Resident Impairment Policy, Professional Conduct and Misconduct Policy, and/or the substance abuse policies of the Affiliated Hospitals. Whenever possible, drug testing for cause will be performed by the employing hospital. For residents in a Springfield based program, if drug and alcohol testing is precipitated by a specific behavioral or patient care incident in either hospital, it may be performed in a timely manner at the hospital at which the incident occurred. This decision will be made by the appropriate hospital administrator.

	Name of Policy: Random Drug Screening Protocol for Springfield Based Residents	
	Last Approval Date: January 20, 2017	Effective Date: January 20, 2017

SIU School of Medicine, Memorial Medical Center and St. John’s Hospital are all committed to a drug free workplace. Residents, regardless of which hospital employs them, shall participate in a program of random drug screening. Screening for all residents will take place through the Employee Health Service of Memorial Medical Center according to the following protocol:

- 1) If a resident is identified for random screening, the employee health nurse will contact the program coordinator to verify that the resident is working that day.
- 2) The program coordinator will page the resident and inform him/her that they are to participate in the drug screen that day.
- 3) The resident will immediately page the employee health nurse and make himself/herself available that day for drug screening.
- 4) An initial oral screen will be performed. If the oral screen tests non-negative, the physician will be accompanied to the lab by the employee health nurse and will provide a urine sample for confirmatory testing.
- 5) If a resident tests non-negative, his/her program director will be notified immediately. It will be at the discretion of the program director, in consultation with the DIO and the resident’s employing hospital, whether the resident can safely stay on duty under supervision while awaiting the results of a confirmatory test. Patient safety considerations will be paramount in making this decision.
- 6) If a resident tests positive on confirmatory testing, the program director will follow the steps outlined in the Resident Impairment Policy, Section II, C and D (Assessment and Management). The presence of a positive confirmatory drug screen will be considered evidence of existing substance abuse.
- 7) A resident with a positive confirmatory test will be removed from any clinical duties until they are deemed safe to resume patient care in accordance with the Impairment Policy.