

## Health Professionals' Services Program Program Guidelines

**Title:** ETG/ETS Non-Negative Test Results

**Pages:** 2

**Revision Date:** 4/25/2017; 3/10/2017; 5/15/2013; 2/2013; 7/2011

### Guideline:

- 1 **Requirement determined in conjunction with the Health Professionals' Service Program**
- 2 **committee comprised of representatives of the Oregon Health Authority, and the Board of**
- 3 **Dentistry, Board of Nursing, Board of Pharmacy, and Medical Board.**
  
- 4 **If a urine ETG is reported positive and the creatinine level is less than 100mg/dl, the result**
- 5 **will be normalized to creatinine 100mg/dl. Specimens with creatinine levels greater than**
- 6 **100mg/dl will not be normalized. It is the role of the Medical Director to normalize the**
- 7 **result. Based on the result:**
  
- 8     1. If a licensee tests between 250-499ng/ml on an ETG test, the following will occur:
- 9         a. The Medical Director and/or the agreement monitor will contact the licensee and
- 10             request an explanation for the presence of alcohol in licensee's ETG test. The level will
- 11             be shared with the licensee.
- 12         b. The licensee will be sent for an evaluation by an approved third party evaluator.
- 13         c. **If a board referral**, the appropriate licensing board will be notified.
- 14         d. Monitoring agreement addendum will be updated in accordance with the requirements
- 15             from the third-party evaluator.
- 16         e. The licensee's testing schedule frequency will be increased.
- 17         f. If the licensee admits to consuming alcohol, the licensee will be reported as
- 18             substantially non-compliant.
- 19         g. The licensee will be educated on products that can produce an ETG level of 250 or
- 20             greater.
- 21         h. If during the course of the licensee's enrollment in the Health Professionals' Services
- 22             Program, a licensee has a second ETG level of 250 or greater, a report of substantial
- 23             non-compliance will be sent to the appropriate licensing board.
- 24         i. The decision to request the licensee to step-down will be determined by the Policy
- 25             Advisory Committee, pending the recommendation of the third-party evaluator.
- 26     2. If a licensee tests at or greater than 500ng/ml on an ETG test, the following will occur:
- 27         a. The Medical Director and/or the agreement monitor will contact the licensee and
- 28             request an explanation for the presence of alcohol in licensee's ETG test. The level will
- 29             be shared with the licensee.
- 30         b. The licensee will be reported as substantially non-compliant to the appropriate licensing
- 31             board.

- 32 c. The licensee will be requested to step out of practice.  
33 d. The licensee will be sent for an evaluation by an approved third party evaluator.  
34 e. Monitoring agreement addendum will be updated in accordance with the requirements  
35 from the third-party evaluator.  
36 f. The licensee's testing schedule frequency will be increased.  
37 g. Monitoring agreement addendum will be updated in accordance with the requirements  
38 from the third-party evaluator.
- 39 3. If a licensee tests positive for ETG and there is no ETS finding, the licensee will be required to  
40 obtain a third-party evaluation but there will NOT be a non-compliance report submitted to the  
41 licensee's Board. The decision to report non-compliance will be dependent up the result of the  
42 third-party evaluation. The decision to request the licensee to step-down will be determined by  
43 the Policy Advisory Committee, pending the outcome of the third-party evaluation.
- 44 4. If a licensee's specimen results in a positive ETS level and there is no supporting ETG level, the  
45 licensee may be requested to refrain from practice. The decision to request the licensee to  
46 refrain from practice and to notify the employer will be individualized for each licensee based on  
47 the following criteria which include but are not limited to:
- 48 a. Licensee's position – if the level of safety concern is unclear, the appropriate Board will  
49 be contacted and information obtained regarding the safety sensitive nature of the  
50 position  
51 b. Level of supervision  
52 c. Compliance record  
53 d. ETS level  
54 e. Workplace performance assessment without notification to the employer of licensee's  
55 test result  
56 f. Recommendation and input from Agreement Monitor

57  
58 All information regarding the licensee will be reviewed by the HPSP Policy Advisory Committee  
59 which consists of the program manager, clinical manager, medical director and consulting  
60 psychiatrist.

61  
62 The licensee may be required to schedule a third-party evaluation regardless of employment  
63 status. If the licensee is a board referral, the appropriate board will be notified of the ETS level  
64 and HPSP's individualized plan for licensee. No information will be shared if the licensee is a  
65 self-referral.

66 The licensee will be required to follow the recommendations of the third-party evaluation. There will  
67 not be a non-compliance report unless in the course of the evaluation, it is determined that the licensee  
68 consumed alcohol. The licensee will be instructed to refrain from use of over the counter medications,  
69 foods, and hand sanitizers that contain alcohol.