

Health Professionals' Services Program Program Guidelines

**Title: Non Negative Toxicology Test Result (Positive, Substituted or Adulterated Specimen;
ETG result equal to or greater than 500 ng/ml)**

Pages: 2

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Guideline:

1 The following test results are non negative test results: an adulterated test, a substituted test, a positive
2 test for illegal substances, a positive test for mood altering, impairing, and potentially addicting
3 medications that have not been prescribed for the licensee, or an ETG result equal to or greater than
4 500ng/ml. This includes non-negative test results reported from a treatment facility **or** employer. (For
5 more specific information regarding ETG testing, please see Guideline on ETG TESTING.) If a licensee has
6 a non-negative test result, the following actions will be initiated by the Health Professionals' Services
7 Program (HPSP):

- 8 1. The licensee will be requested to refrain from practice till a third party evaluation can be
9 completed.
 - 10 a. If licensee does not voluntarily refrain from practice, the appropriate licensing board is
11 notified directly by HPSP.
 - 12 b. If the licensee is in treatment, the agreement monitor will work with the treatment
13 center to determine the appropriate level of care. The treatment center's
14 recommendation must be reviewed by the HPSP Medical Director.
- 15 2. If employed, the employer is informed of the non-negative test result. This includes informing
16 the employer of the circumstances of the non negative, including the test result.
- 17 3. Licensee will be scheduled to test within 24 hours from receipt of confirmation from the Medical
18 Review Officer regarding the non negative test result.
- 19 4. A substantial non compliance report will be completed and sent to the appropriate licensing
20 board within 24 hours of confirmation of the non negative test.
- 21 5. The licensee will be required to complete a third party evaluation within a specific time frame,
22 unless licensee is in treatment and the agreement monitor and medical director concur that the
23 treatment center's recommendations following the non-negative test result is appropriate.
- 24 6. The licensee will be required to follow and complete the recommendations of the third party
25 evaluation and/or the treatment center.

- 26 7. The third party evaluation will determine workplace restrictions, limitations and under what
27 circumstances licensee may be able to return to work.
- 28 8. Licensee will receive an updated addendum to the monitoring agreement for signature.
- 29 9. If employed, the employer will receive a copy of the updated addendum.
- 30 10. If the licensee requests that the non-negative specimen be tested again using the split sample,
31 the agreement monitor will require the licensee to step down from his/her position until the
32 result of the split specimen is received. If the result from the split specimen is positive, the AM
33 will proceed with the procedures above. If the result of the split specimen is negative, the report
34 of non-compliance will be withdrawn and all entities involved will be informed.
- 35 11. Licensee's request for a split sample will be documented and licensee will be billed \$42 for the
36 cost of testing the split specimen at the same laboratory or approximately \$110 if the licensee
37 requests the sample to be tested at a different laboratory.