

**DEPARTMENT OF HEALTH
NURSING CARE QUALITY ASSURANCE COMMISSION**

WHPS Procedure Summary 17.01: Drug and Alcohol Testing

Washington Health Professional Services (WHPS) randomly tests body fluid, hair, nail or other biological samples. Nurses may schedule or request body fluid, hair, nail or other biological sample tests at any time.

SUMMARY

1. Random Testing

A. The basic annual urine testing schedule is:

Nurse Status	Minimum #/Year
Not working	12-18
Working	18-24
Transition year	12-18

B. Test schedules may be increased, decreased, or modified (e.g., adding hair, nail, or blood tests) at the discretion of WHPS.

C. Due to the increased risk of relapse associated with some specialties and work circumstances (e.g., anesthesiology, oncology, emergency room), these nurses may be required to submit additional testing including routine hair or nail testing.

D. Additional testing may be requested any time there is reasonable cause to believe that the nurse may be at risk for relapse.

E. Once a Program Participation Contract is established the nurse must activate their drug screening service account prior to their first scheduled check-in date. Nurses are required to check-in Monday through Friday between the hours of 5:00 a.m. and 4:59 p.m. for testing notification. Two methods of daily check-in are available:

- Using the username and password provided to activate the account, OR
- By calling the Telephone Check-in system.

F. Nurses must test on the same calendar day as the request in order to maintain contract compliance.

- G. Collections will be observed however, not all collection sites offer observed collection services. If observed collection is not available, a dry room setting will be utilized.
- H. Nurses are responsible for payment of the drug screen and fees for collection at the time of notification. WHPS recommends a minimum account balance of \$100.00.

WHPS believes the inability to test due to finances is not acceptable justification for not testing. However, WHPS maintains an exigency account that may be used to loan nurses funds to cover the immediate cost of testing. Individual loans must be paid back before using being able to use the account again or graduating.

- G. Test results will be electronically posted and reviewed daily.

2. Hair and Blood Testing

- A. Situations may necessitate hair/blood (or other matrix) testing in order to augment evaluation or monitoring. WHPS is aware of the cost burden of these tests and will be judicious in their use. Situations that may require hair/blood (or other matrix) testing includes but are not limited to:

- Nurse is unable to submit urine toxicology screen due to work or other limitations on a regular basis.
- Specimen substitution or alteration is expected.
- A third party evaluator recommends hair/blood (or other matrix) testing.
- Nurse returns to active monitor after a period of absence.

- B. WHPS requires a hair/blood (or other matrix) test when a nurse has submitted:

- Four dilute abnormal urines within three (3) months.
- A 2nd out of temperature specimen.
- A substituted or adulterated specimen.

- C. The nurse has particular work or personal circumstances that increase or point to the risk of relapse including, but not limited to:

- Use history and past issues of non-compliance.
- Working in high, risk settings (i.e. home health).
- Working in high risk profession (e.g. CRNA).
- WSM or PSGF reports of concern.

3. Medical Review Officer (MRO):

- A. WHPS offers nurses the ability to obtain MRO services through the WHPS contracted testing service or the nurse may also obtain personal MRO services.

B. The nurse requests MRO services through WHPS and deposits the service fee in their account.

C. The MRO will review the nurse's WHPS file, contact the nurse by telephone, and provide a written report.

4. Monitoring Interruption

A. Nurses should electronically submit a Monitoring Interruption request at least two (2) weeks prior to being away from their home/work area. Nurses may request a Monitoring Interruption for a vacation, medical leave, or education. Any actions such as a suspension from the daily check-in requirement or drug testing during the interruption period is solely at the discretion of the Case Manager.

Procedure 17.01: Drug and Alcohol Testing

Process Chart

Test Schedule*	
Nurse Status	Minimum/Year
Not working	12-18
Working	18-24
Transition year	12-18

Nurses are required to check-in Monday–Friday between 5am and 5pm for testing notification. When selected the nurse must test that calendar day.

All **urinalysis testing** will be observed or use a dry room setting.

Nurses are responsible for payment of the drug tests at the time of notification

Hair and other matrix testing will be utilized when, but not limited to:

1. Relapse is a concern (Current or past behavior)
2. The nurse returns after a period of absence
3. Four dilute/abnormal specimens within 3 months
4. Substituted or adulterated specimen
5. Working in high risk setting

Lab test results will be electronically posted and reviewed daily.

When an unexplained positive test result is received WHPS will contact the nurse and if the nurse denies use will be offered the opportunity for an MRO review and/or testing of the split (B) sample.

* Alternate schedules and additional testing may be instituted depending on individual circumstances and any time there is reasonable cause to believe that the nurse may be at risk for relapse.