

Graduate Medical Education Committee

Updated May, 2021

DRUG SCREENING OF RESIDENT/FELLOW AT INITIAL HIRE

PURPOSE: Spokane Teaching Health Center (STHC) has a Substance-Free Workplace Policy (KB0055797) which was last reviewed on 4/1/2020 and applies to all employees of the Providence Medical Group. This Policy is to provide a safe, healthy, productive, drug-free environment. The Drug Screening of Residents and Fellows at Initial Hire Policy is intended to create an exception to the STHC policy for pre-employment drug screening.

SCOPE: All new residents and fellows at any time following the NRMP match process as residents or at any other time when a contract is initiated will proceed with the pre-employment onboarding.

POLICY: New residents and fellows will be subject to a drug screen during employment pre-boarding. A positive drug screen may negate the offer of employment, or it will result in mandatory referral and follow-up to the Washington Physicians' Health Program (WPHP).

PROCEDURE:

1. Resident/fellow selection is subject to the policies and procedures of the National Resident Matching Program (NRMP). The listing of an applicant by a residency or fellowship program on its certified NRMP rank order list or of a program by an applicant on the applicant's certified NRMP rank order list establishes a binding commitment to offer or to accept an appointment if a match results and to start training in good faith (e.g., with the intent to complete the program) on the date specified in the employment contract. The same binding commitment is established during the Match Week Supplemental Offer and Acceptance Program (SOAP) if the program offers a position by listing an applicant on its preference list and the applicant accepts that offer. Absent a waiver from the NRMP, failure to honor this commitment by either party shall be a breach of the Match Agreement and may result in penalties to the breaching program or applicant.
2. Each appointment is subject to the official policies of Providence Sacred Heart Medical Center in effect on the date the program submits its rank order list and is contingent upon the matching applicant meeting all eligibility requirements imposed by those policies. Those requirements must be communicated to applicants in writing or by electronic means prior to the rank order list deadline or at the time the program interviews the applicant during SOAP.

3. New residents/fellows will be required to provide a urine sample through the established system for the Providence Medical Group as the resident /fellow employer. Should a resident/fellow have a confirmed positive test this information will be provided to the respective Program Director and DIO as well as the Executive Director of GME. The Program Director will discuss the positive test with the resident/fellow. The PD will confirm with the resident/fellow that they disclosed medications that could influence the drug test during the testing process. If this was not completed by the testing center, the pre-boarding specialists will be notified and they will query the testing site for corroboration. If the testing site did not query the resident/fellow and the resident/fellow utilizes medications that result in a positive screen, the resident will need to provide medical evidence of the need for the prescription and compliance with the prescription directions or treating physician documentation. If the Program Director determines that the test result is due to the use of an illegal drug or a prescription medication absent a physician order, the result will be reported as positive. It is to be noted that possession, sale, or being under the influence of marijuana is not authorized for purposes of this policy. Legality of marijuana is not a defense to violate this policy. All positive test results will be discussed with HR and the resident/fellow referred for mandatory evaluation to the Washington Physicians' Health Program. The resident/fellow must comply with any treatment recommendations of the WPHP in order to maintain good standing in the residency/fellowship program.
4. Spokane Teaching Health Center will cooperate with the recommendations of the WPHP for any specific treatment and monitoring of the resident/fellow throughout their training, should that be indicated.
5. Failure of the resident/fellow to comply with the recommendations of the WPHP, will be subject to disciplinary action up to and including termination. Such decisions will be made by the Residency Program Director in consultation with the Executive Director of GME, Designated Institutional Official, Human Resources and, possibly, Legal Affairs.
6. A resident or fellow shall not have the right to grieve his/her failure to successfully pass the pre-employment drug screen pursuant to the STHC Grievance policy.

Approved by GMEC: May 2021