



Christiana Care Monitoring Program Program Guideline

Title: Management of Non Negative Toxicology Test Results (Positive, Substituted or Adulterated Specimen; EtG result equal to or greater than 500 ng/ml)

Pages: 2

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Guideline:

The following test results are non-negative test results: an adulterated test, a substituted test, a positive test for illegal substances, a positive test for mood altering, impairing, and potentially addicting medications that have not been prescribed for the participant, or an EtG result equal to or greater than 500ng/ml. This includes non-negative test results reported from a treatment facility **or** Christiana Care. (For more specific information regarding EtG testing, please see Guideline on EtG Testing.) If a participant has a non-negative test result, the following actions will be initiated by CCMP:

1. The participant will be removed from the schedule until a third-party evaluation is completed.
 - a. If the participant is in treatment, the agreement monitor will work with the treatment provider to determine the appropriate level of care. The treatment provider's recommendation must be reviewed by the Program's Medical Director.
2. Christiana Care will be informed of the non-negative test result.
3. The participant will be scheduled to test within 24 hours from receipt of confirmation from the Medical Review Officer regarding the non-negative test result.
4. A non-compliance report will be completed within 24 hours of confirmation of the non-negative test.
5. The participant will be required to complete a third-party evaluation within a specific time frame, unless the participant is in treatment and the agreement monitor and Medical Director concur that the treatment center's recommendations following the non-negative test result is appropriate.
6. The participant will be required to follow and complete the recommendations of the third-party evaluation and/or the treatment provider.
7. The third-party evaluation will determine workplace restrictions, limitations, and under what circumstances the participant may be able to return to work.



8. Participant will receive an updated Acknowledgement of Monitoring Requirements for signature.
9. Christiana Care Employee Health will receive a copy of the updated Acknowledgement of Monitoring Requirements.
10. If the participant requests that the non-negative specimen be tested again using the split sample, the agreement monitor will require the participant to step down from his/her position until the result of the split specimen is received. If the result from the split specimen is positive, the agreement monitor will proceed with the procedures above. If the result of the split specimen is negative, the report of non-compliance will be withdrawn and all entities involved will be informed.
11. The participant's request for a split sample will be documented and participant will be billed approximately \$42 for the cost of testing the split specimen at the same laboratory or approximately \$110 if the participant requests the sample to be tested at a different laboratory. The pricing for the testing of split specimens are subject to change.