

Cleveland Clinic
Expansion of Random Drug Testing Program
Caregiver FAQs

1. Why is Cleveland Clinic expanding our random drug testing program to include all caregivers?

Cleveland Clinic is committed to patient safety, caregiver health and a drug-free workplace. As part of our pledge to deliver safe, reliable care, we recognize that impairment caused by drug abuse adversely impacts caregivers and patients.

2. Is participation in the program required?

Yes. Caregivers selected for testing must participate. Those who refuse will be referred to the Office of Professional Staff Affairs, Human Resources, or Graduate Medical Education for disciplinary action.

3. When does the program begin?

The program begins Jan. 1, 2016, and requires participation of all caregivers. Cleveland Clinic is committed to a testing process that is respectful, fair and non-disruptive to patient care.

4. Are other health systems in the country conducting random drug testing of all employees?

Random drug testing is not standard practice in healthcare at this time. Cleveland Clinic supports the Department of Health and Human Services' [recommendation](#), advocating random drug testing of all healthcare professionals.

5. What are the benefits of having a random drug-testing program?

The program will improve early detection and treatment of those who abuse substances and reduce the incidence of dependency, abuse and misuse of substances that may be readily accessible to healthcare workers. This will provide a safe workplace for caregivers and patients.

6. Who is subject to random drug testing?

All Cleveland Clinic caregivers (physician and non-physician) who are full time, part time and PRN employees. Those excluded include caregivers who work in Canada or Abu Dhabi and those who cannot legally be included in the program at this time.

7. How are caregivers selected for testing?

Caregivers will be randomly selected by a scientifically valid method. It involves a computer-based random number generator. This means caregivers will have an equal chance of being tested each time selections are made. Caregivers may be selected several times in a row or not selected the entire year.

8. What should a caregiver do when selected for random testing?

Follow these steps:

- Report as directed to the designated collection site to provide a urine specimen.
- Bring your Cleveland Clinic ID badge with you.
- Leave your valuables, personal items, purse, wallet, coats and jackets in your work area for safekeeping.
- You will return to work after testing is completed.

9. What drugs will be tested?

A panel of drugs and controlled substances include, but may not be limited to:

- Marijuana
- Cocaine
- Opiates
- Oxycodone
- Meperidine

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- Amphetamines
- Phencyclidine
- Barbiturates
- Benzodiazepines
- Propoxyphene
- Methadone
- Fentanyl
- Tramadol

10. How will I know if the drug test results are accurate?

A chain of custody form is used to document the handling of the urine specimen. It is written proof of all specimen activity between collection site and laboratory. The laboratory testing analysis consists of an initial screening and a confirmatory test administered under scientifically accepted methods and procedures. All results, negative and non-negative are reviewed by the Medical Review Officer (MRO), a licensed physician, to maintain the integrity of the entire testing process.

11. Will an individual test positive if he or she is on medication?

When a test result is non-negative, the MRO will contact the caregiver to determine if there is a medical explanation for the non-negative test result. If the MRO determines there is a legitimate medical explanation for the non-negative test result, the test will be reported as negative. If the MRO determines there is no legitimate medical explanation for the non-negative result, it is reported as a confirmed positive test.

12. What happens if a caregiver test is confirmed positive?

Confirmed positive test results will be submitted to the Caring for Caregivers program for follow-up.

13. Where can caregivers get confidential help, if they suspect they have a problem with drugs?

Cleveland Clinic encourages caregivers suspecting they may have a problem to voluntarily seek assistance. Cleveland Clinic maintains the Caring for Caregivers Staff and Employee Assistance Programs and the Physician Health Committee in order to provide confidential assistance in receiving appropriate evaluation and treatment. Contact 216.445.6970 or 800.989.8820 confidentially.

Remember:

- Seeking voluntary treatment is 100% confidential and would not be a basis for corrective action.
- Self-reporting to Cleveland Clinic immediately after being notified of a mandatory test does not release caregiver from responsibility of taking the test and does not qualify as a voluntary referral.

14. Can I get confidential help with problems other than drugs?

Our programs are in place to assist caregivers and family members with substance abuse, emotional health mental health, family concerns and other problems that may affect their job performance.

15. Does health insurance cover the costs of treatment?

Caregivers who are enrolled in the Cleveland Clinic health plan are covered at 100% after prior-authorization by Cleveland Clinic hospitals and physicians. To obtain prior authorization, contact the Health Plan's Medical Management Department at 216.986.1050. If prior authorization is not completed, there may be a reduction in coverage.

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16. What if health coverage is not with Cleveland Clinic?

Caregivers should contact their health insurance company to determine benefit coverage. The phone number is usually on the back of the health insurance card.

Ask the customer service representative to explain the coverage for outpatient substance abuse, inpatient substance abuse, residential care and physician office visit coverage.

17. What about caregivers who have no health insurance?

Contact Caring for Caregivers who can assist you with locating the appropriate community resources at 216.445.6970 or 800.989.8820.

18. What resources are available for caregivers who have more questions?

[Occupational Health](#)

Call 216.448.2247 or 877.688.2247 (One HR Service Center)

[Caring for Caregivers](#)

Call 216.445.6970 or 800.989.8820

19. Where can caregivers learn more about substance abuse?

Cleveland Clinic offers education and training programs that cover the effects of drug use, testing policies, consequences of a positive test and information on how caregivers can get in touch with Caring for Caregivers programs as well as community resources.

Managers and supervisors may receive additional training in the identification and documentation of signs and symptoms of drug and/or alcohol use.

The Caring for Caregivers program can assist individual caregivers or managers who would like to schedule a training session. For more information, call 216.445.6970 or 800.989.8820.