

Title: For Cause Drug and Alcohol Testing for the Medical or Allied Health Staff	
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Discrete Operating Unit/Facility: Banner Baywood Medical Center Banner Behavioral Health Hospital Banner Boswell Medical Center Banner Casa Grande Medical Center Banner Children's at Desert Banner Churchill Community Hospital Banner Del E Webb Medical Center Banner Desert Medical Center Banner Estrella Medical Center Banner Fort Collins Medical Center Banner Gateway Medical Center Banner Goldfield Medical Center Banner Heart Hospital Banner Ironwood Medical Center Banner Lassen Medical Center Banner MD Anderson Cancer Center Banner Ocotillo Medical Center Banner Payson Medical Center Banner Thunderbird Medical Center Banner--University Medical Center Phoenix Banner--University Medical Center South Banner--University Medical Center Tucson Banner--University Medical Imaging Center Banner--University Medical Tucson Cancer Center East Morgan County Hospital McKee Medical Center North Colorado Medical Center Ogallala Community Hospital Page Hospital Platte County Memorial Hospital Sterling Regional Medical Center Torrington Community Hospital Washakie Medical Center Wyoming Medical Center	Arizona Region Banner Imaging Services Banner MD Anderson Cancer Center Banner Surgery Centers

I. Purpose/Population:

A. Purpose:

1. To safeguard the health of providers, ensure patient safety, and provide a safe work environment for all caregivers in the Medical Center.
2. To direct staff who suspect that a physician or allied health professional might be working while impaired.

B. Population: Medical Staff and AHP's

II. Definitions:

- A. For Cause Testing: Drug and/or alcohol screening performed when there is reasonable suspicion that a member of the medical staff or allied health staff (hereinafter "Provider") is impaired or abusing substances. Circumstances that warrant For Cause Testing include, but are not limited to, the following:
1. Observable phenomena;
 2. Performance deviations;
 3. Scent of alcohol or drugs;
 4. Physical symptoms, such as impaired coordination, concentration or memory, slowed or slurred speech, reddened eyes, paranoia, panic, anxiety, severe mood swings, dilated pupils, or other physically debilitating illness;
 5. A pattern of abnormal, erratic, or unusual behavior in the Medical Center;
 6. Failure to properly document wastage;
 7. Evidence indicating that the Provider tampered with a previous drug or alcohol test;
 8. Evidence indicating that a diversion of controlled substances may have occurred;
 9. Information from external sources that the Provider may be impaired.
- B. Medical Center: For purposes of this policy, Medical Center includes Banner hospitals, outpatient surgery centers, and clinics licensed under the Hospital.
- C. Medical Staff Leader: For purposes of this policy, Medical Staff leader includes leader elected by the Medical Staff, outpatient director and clinic manager or director.
- D. House Supervisor: For purposes of this policy, House Supervisor includes the outpatient director and clinic manager or director.

III. Policy:

- A. Banner prohibits the possession, use, or distribution of non-prescribed alcohol or illicit drugs on Banner campuses, except for alcohol at approved functions.
- B. A Provider suspected of being impaired or under the influence of alcohol or drugs will be required to submit to For Cause Testing and to authorize results to the Medical Staff professional health committee.
- C. For Cause Testing will include testing for drugs on the National Institute on Drug Abuse (NIDA) 5 panel as well as substances known to have impairment risk, including but not limited to, opioids, benzodiazepines and propofol.
- D. A Medical Staff Leader will review the results of For Cause Testing and determine whether there is credible evidence that the Provider is impaired. The Medical Staff Leader will determine whether the Provider may safely engage in the practice of medicine and whether safeguards are warranted.

IV. Procedure/Interventions:

- A. Notify a Director or Supervisor immediately, if a Provider appears to be impaired, through direct, rather than telephonic, observation. (**Person Observing the Incident**)
 1. Document observations in a confidential manner and

2. Send documented observation immediately to the Medical Staff Services Office, which will contact a Medical Staff Leader.
- B. Contact the Medical Staff Leader or Medical Staff Services Director immediately upon receiving notification of potential provider impairment during business hours. (**Director or Supervisor**)
 1. In hospitals:
 - a. Contact the Chief of Staff, the Chairman of the Department, or one of their designees (hereinafter "Medical Staff Leader") or, for after hours, the House Supervisor. (**Medical Staff Director**)
 - b. Contact the Medical Staff Leader and/or Medical Staff Services Director for assistance in contacting the Medical Staff Leader for further direction. (**House Supervisor**)
- C. Contact the CMO or administrator-on-call, if unable to contact a Medical Staff Leader or Medical Staff Services Director, determine if cause exists for For Cause Testing. (**Medical Staff Leader**)
 1. If cause exists,
 - a. take over the intervention, or
 - b. provide guidance and delegate responsibility to the House Supervisor, and
 - c. secure patient coverage and follow-up care for any patients under the Provider's care
 - d. cancel cases scheduled for that Provider for that day and thereafter as necessary.
- D. Remove the Provider from the work area and escort the Provider to a private area. (**Medical Staff Leader or, after hours, the House Supervisor acting upon the direction of the Medical Staff Leader**)
- E. Contact the administrator-on-call, if unable to reach a Medical Staff Leader after hours, or CMO who will serve as Medical Staff Leader until such time as a Medical Staff Leader can be reached. (**House Supervisor**)
- F. Advise the Provider that For Cause Testing is required and that the Provider must authorize the release of results to the Medical Staff Leader
 1. Advise the Provider that the appropriate licensing agency will be notified if he/she refuses to be tested.
 2. Arrange transportation for the Provider if he/she insists on leaving.
- G. Contact Security for assistance, if the Provider exhibits threatening behavior.
- H. Notify Human Resources, if the Provider is a Banner employee.
- I. Escort the Provider to a Banner Occupational Health Clinic, Emergency Department or an outside contracted service that has been established to perform this function for the facility.
- J. Accompany the Provider to the site of testing and remain until testing is completed. Assure appropriate transportation home for the Provider after testing. (**Medical Staff Leader / House Supervisor**)
- K. Forward all documentation of the concerns, the intervention and testing results to the Medical Staff Services Department for further action by the Medical Staff Leadership. Information is confidential peer review information and is treated as such.
- L. Refer to Banner Policy: Banner Employee Drug and Alcohol Testing (#11953) for specific information on screening procedures.

V. Procedural Documentation:

- A. N/A

VI. Additional Information:

- A. N/A

VII. References:

A. N/A

VIII. Other Related Policies/Procedures:

A. Professional Peer Support Committee

B. Banner Employee Drug and Alcohol Testing (#11953)

IX. Keywords and Keyword Phrases:

A. N/A

X. Appendix:

A. N/A