



Occupational Health and Rehabilitation Services

Norwalk Hospital

Drug Testing Services Resource Guide

Substance abuse testing has taken hold as an integral part of the hiring process. Many employers today, after selecting a candidate, begin the process of performing background checks, credit checks, and **substance abuse tests, generally a urinalysis drug test.**

Why is drug testing important? An employee who abuses drugs may be more prone to accidents, putting an employer at risk for increased exposure to workers' compensation expenses. Also, the worker who abuses drugs may not be working to full potential. Thus, the overall effect at the worksite may be reduced productivity, and risk of injury to the affected employee, co-workers, and others.

Bottom Line- corporate substance abuse testing is an essential component of employee screening.

Today's drug testing process is sophisticated, and in the case of Dept. of Transportation-related testing (such as for school bus and truck drivers), highly regulated.

Drug Testing most often consists of a 5 or 10 drug panel:

The 5 drug panel includes:

- Cocaine
- Marijuana
- Opiates (heroin, painkillers)
- PCP (Angel Dust)
- Amphetamines ("speed")

A 10 drug panel also includes:

- Barbituates (sedative)
- Propoxyphene (painkiller)
- Benzodiazepines (tranquilizer)
- Methadone (synthetic opiate)
- Methaqualone (sedative)

Testing consists of two phases: initial screening, and then, confirmation testing of any non-negative screens. If a test screens negative, that result is reported to an occupational physician, Medical Review Officer,

or other qualified person. In the event that a test screens positive, the specimen then becomes subject to additional confirmation testing. The physician will then also determine if a test is positive for valid reasons (such as a legal prescription).

When considering the implementation of a corporate drug testing program:

- Seek legal counsel to develop or to review your company's substance abuse testing policy.
- Develop a document to inform prospective employees that undergoing and passing a drug test is a condition of employment.
- Keep in mind that certain occupations may also require random and post-accident testing.
- Apply testing consistently and equitably.
- Choose an approved testing laboratory.
- Choose an experienced occupational health provider to collect the specimen and manage the results validation and reporting process.
- Visit the collection site to clearly understand the entire process, from check-in, to specimen collection and results reporting.
- Have a system in place to manage the occurrence of a confirmed positive drug test, including having available the services of a Substance Abuse Professional or EAP.

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Comprehensive Substance Abuse Testing Services

- **Complete Substance Abuse Testing Program Administration**
- **Federal DOT-compliant Specimen Collection Facility**
- **Rapid Drug Testing**
- **Certified Laboratory Services**
- **Certified Breath Alcohol Testing Services**
- **Certified Medical Review Officer**
- **Random Selection Program**
- **After-Hours Testing**

Norwalk Hospital Occupational Health and Rehabilitation Services is a full service provider of healthcare services to the Norwalk and surrounding business community. Contact our offices at 203-852-2417 and discover how we can help make a difference in the management of your company's employment-related healthcare expenses.

**Employment Physicals - CDL Drivers' Medical Exams - Drug and Alcohol Testing
Executive Healthcare - Wellness Programs - Travel Medicine - Care of Work-Related Injuries
Physical Therapy - Fitness for Duty Assessments - Medical Director Consultations**

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