
TITLE	Drug Screening Policy
POLICY NO:	2015-052

POLICY STATEMENT:

Superior EMS is committed to the health and safety of all employees, patients and the general public. The purpose of the medical surveillance program is to document pre-existing conditions that may be aggravated by physical demands of the job or by chemical exposures. Staff injury may be minimized by early detection and treatment of health problems caused by workplace conditions or chemical exposures. Superior EMS will be responsible for administering the medical surveillance program at no cost to the employee if utilizing the company medical director(s). A third party company is available to conduct the monitoring at the discretion of the employee, however Superior EMS assumes no liability for the costs associated with the third party company, this is the sole responsibility of the employee.

Superior EMS is also committed to protecting our patients, the general public, and our assets by implementing a random drug-screening program. The random drug-screening program will test for common drugs that may alter the individual's ability to perform the required services, or operate the required equipment within the company.

SCOPE:

All Employees

POLICY:

Random Drug Screening

All employees operating Superior EMS motor vehicles are subject to random drug screening as outlined in the employee random drug screen form. Failure to complete random drug screenings when ordered is direct grounds for termination of employment.

Procedure

Notification – Employees will be selected randomly and will be notified by a Superior EMS management team member that a urine test will be collected. Employees refusing to, or failing to comply with the drug screening procedures, without sufficient cause is subject to disciplinary action. This may occur at the beginning of a shift, or with a 24-hour notice to report by phone.



The Sample – you will first select a sealed collection vessel. You will be in control of this vessel at all times until the sample is sealed and signed. You will be escorted to the washroom by a chaperone assigned by Superior EMS, and if you wish your own chaperone. You will then need to provide a urine sample in the presence of the chaperone of the same gender. To ensure the chaperone has an unobstructed view of the passing of the sample, the employee must disrobe from mid-torso to mid-thigh.

Analysis – the test sample will be analyzed immediately utilizing the built in test strip. Results will be provided immediately. All positive results will be sent to lifelabs for confirmation. Should a positive occur, you will not be permitted to operate a company vehicle until such time that confirmation is received from lifelabs.

Replaces:	Policy 2014-025
Date of Approval:	September 28, 2016
Date to be Reviewed:	September 28, 2018
Authority:	Chief of EMS Operations



"APPENDIX A"

NFPA 1582 Standardized Medical Examination

- (1) Vital Signs
- (2) Head, eyes, ears, nose and throat (HEENT)
- (3) Neck
- (4) Cardiovascular
- (5) Pulmonary
- (6) Breast
- (7) Gastrointestinal
- (8) Genitourinary (includes testicular exam)
- (9) Hernia
- (10) Lymph Nodes
- (11) Neurological
- (12) Musuloskeletal
- (13) Skin (includes screening for cancers)
- (14) Vision Testing
- (15) Laboratory Testing as required and appropriate for the purpose of the examination
- (16) Urinalysis as needed
- (17) Audiology screening as needed
- (18) Chest x-ray as needed
- (19) Spirometry as needed
- (20) ECG as needed

