



Health Professionals' Services Program Program Guidelines

Title: Morphine Non-Negative Test Result

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Guideline:

1 Since a morphine positive below the current DOT cutoff level of 2000ng/ml could be the result of
2 environmental contamination, a licensee whose specimen results in a positive result below the DOT
3 cutoff, may be requested to refrain from practice.

4 The decision to request the licensee to refrain from practice and to notify the employer will be
5 individualized for each licensee based on the following criteria which include but are not limited to:

- 6 1. Licensee's position-if the level of safety concern is unclear, the appropriate board
7 will be contacted and information obtained regarding the safety sensitive nature of
8 the position
- 9 2. Level of supervision
- 10 3. Compliance record
- 11 4. Morphine level
- 12 5. Workplace performance assessment without notification to employer of licensee's
13 test result
- 14 6. Recommendation and input from Agreement Monitor

15 All information regarding the licensee will be reviewed by the HPSP Policy Advisory Committee which
16 consists of the program manager, clinical manager, medical director and consulting psychiatrist.

17 The licensee may be required to schedule a third party evaluation regardless of employment status. If
18 the licensee is a board referral, the appropriate board will be notified of the morphine level and HPSP's
19 individualized plan for licensee. No information is shared if the licensee is a self-referral.

20 There will not be a non-compliance report submitted unless in the course of the evaluation, it is
21 determined that the licensee consumed morphine or another opiate that metabolizes to morphine.
22 Licensee will be instructed not to consume products that could result in a morphine positive result, e.g.
23 products containing poppy seeds, over the counter medications containing codeine or other opiate
24 products that could metabolize to morphine.