

Health Professionals' Services Program Program Guidelines

Title: Hair Testing

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Guideline:

1 In accordance with HB2345, the standard toxicology program for the Health Professionals'
2 Services Program must reflect the Department of Transportation regulations. Therefore, the
3 typical methods of testing for the toxicology program include urine and blood. However, there
4 are situations which necessitate other methods of toxicology testing in order to augment an
5 assessment or evaluation. In those instances with the approval of the medical director, a hair
6 test may be required. The boards may also require hair testing to augment an assessment or
7 evaluation.

8 Situations that may require hair include but are not limited to:

- 9 • Licensee is unable to submit urine toxicology screen due work limitations on a regular
10 basis
- 11 • Hair test is recommended by third party evaluator or licensing board
- 12 • Licensee has returned to program due to an absence and has not been tested
- 13 • Nurses who have the extended window due to working 12 hour shifts may also be
14 required to have a quarterly hair test. The decision to require a hair test is on a case by
15 case basis. The agreement monitor in conjunction with the medical director will
16 determine the need for a hair test following a review of licensee's compliance to the
17 program. The criteria for considering hair testing includes but is not limited to: issues of
18 non-compliance,(e.g. missed tests, non-negative tests,) number of workplace reports
19 that indicate workplace problems, the high-risk nature of the nurse's position, history of
20 use, length of time out of treatment, length of time in program, number of tests taken
21 and results, and input from treatment providers.