

Health Professionals' Services Program Program Guidelines

Title: Medical Review Officer Review of Non-Negative Tests

Pages: 1

Revision Date: 5/15/2013; 12/20/2010

Guideline:

1 HB 2345 requires that the HPSP program must, based on the independent third-party evaluator's
2 assessment, require licensee to abstain from all mind-altering or intoxicating substance or potentially
3 addictive drugs, unless HPSP approves licensee to use a particular drug prescribed for licensee by a
4 person authorized by law to prescribe the drug for licensee's documented medical condition. When
5 there is a MRO report of a negative test result with a warning, the HPSP medical director must review
6 the MRO report and the licensee's case record. A negative test with a warning indicates that the licensee
7 provided a prescription for a medication with potential for addiction or use of the medication could
8 present a safety hazard in the workplace. The medical director must determine if the medication that is
9 prescribed by a physician for a specific condition warrants HPSP approval for use by the licensee or if a
10 third party evaluation is necessary to make that determination. All licensees are to provide HPSP their
11 prescriptions for medications with addiction potential prior to use for HPSP approval.

12 As per the HPSP medication management policy, upon receipt of prescriptions for mind altering or
13 potentially addictive drug, all licensees are to inform HPSP and request approval prior to use in
14 situations, where a licensee has not obtained prior approval and the MRO has reported a negative test
15 with a warning, the licensee may be reported as non-compliant. In addition, the medical director will
16 review the MRO report and the licensee's case record to determine if the current medication that is
17 prescribed by a physician for a specific condition warrants approval for use by the licensee or if a third-
18 party evaluation is necessary to make that determination. Long term use of potentially addicting
19 medications may be indicative of the need for a third-party evaluation to determine the public safety
20 risk, if licensee is employed and the risk to the licensee in terms of maintaining sobriety. This may
21 involve but not limited to: a review of all the licensee's medications; discussions with prescribing
22 physicians; recommendations to either step down from practice while on the potentially addicting
23 medication or beginning use of a non-addicting medication. The medical director in conjunction with
24 the agreement monitor should also review the licensee's case record to determine if there is any
25 indication of physician "shopping", use of multiple pharmacies or any other behavior that could indicate
26 medication seeking behaviors. If the licensee is or will be on a medication for at least 6 months, the
27 medical director will review only the first negative test with a warning. Thereafter, negative tests with
28 warning for the same prescription medication will be reviewed at 6-month intervals.