

# **Pre-Employment Drug Testing Around the World**

**It Seemed Like it Such a Simple Plan .....**

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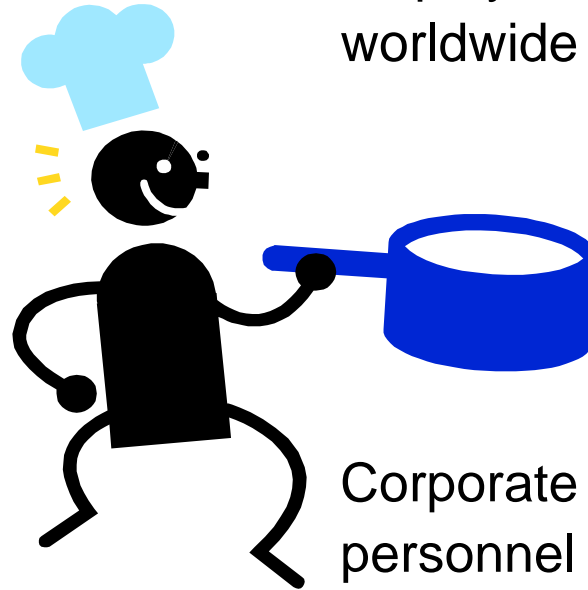
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# The Journey Begins

- **In early 2010 Honeywell's Senior VP for Human Resources requests our Global Staffing Group to implement pre-employment drug testing for all employees worldwide**
  - **This was NOT triggered by any specific event**
  - **Desire to bring uniformity to our hiring practices around the world**
    - ◆ Also includes Background Check, which is part of our standard pre-employment evaluation in the US
  - **Information received that expected rate of positive pre-employment drug screens internationally could be as high as 5%**

# Do Too Many Cooks Spoil the Broth?

Corporate Legal group has the overall ownership of the Drug and Alcohol policy, but little involvement in day to day implementation



Global Staffing was tasked with implementing pre-employment drug testing worldwide

Corporate Health Services personnel are the most knowledgeable in the company about the mechanics of drug testing, but weren't a part of the original project team

# What Happened Next?

- **Corporate Legal Department initiated a country by country review of legal requirements**
  - **Review was conducted with a very narrow scope**
    - ◆ Asked only about pre-employment drug screening
    - ◆ Asked only about a testing for a specific list of drugs (the “NIDA 5”)
- **Staffing Group initiated conversations with vendors for test collection and analysis and MRO services**
- **October 2010 the standard testing panel for the US Department of Transportation was expanded**
  - **Honeywell moved all regulated and non-regulated testing in the US to this panel**

# Plans Change.....



**Initial plan was for specimens to be collected locally and be shipped to the US for laboratory analysis**

**Estimate of 11-14 days for negative results was unacceptable to the staffing group**

**Until vendor was able to use an e-requisition a physical chain of custody form had to be sent to the job candidate**

**To make the process acceptable to the staffing group, two changes**

**Use of local labs in areas where these could be identified (India and Australia to date)**

**Point of Collection testing (either at a company operated clinic or at a collection facility)**

# Point of Collection Testing? (POCT) Alternate Test Fluids/Hair?

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- **Company policy allows POCT provided that**
  - Tests that are presumptive positive by POCT have laboratory confirmation prior to employment action
  - POCT evaluates the same drugs of abuse as lab testing
- **Company policy thus far has not accepted alternate test fluids or hair testing in the US.**
- **Reality Check**
  - High turnover rates necessitated POCT
  - Variability in drugs tested by POCT kits
  - Currently available POCT saliva kits do not give the capability for lab verification

# “Basics” versus “Rocket Science”

- **Specimen Validity Testing**

- **US has standard definitions for specimens being dilute, substituted, or adulterated**
  - ◆ Involve specific parameters for pH, creatinine, and specific gravity

- **Collections Issues**

- **Easy to train for routine collections**
- **Reasonable to expect collectors to learn what to do in common but non-routine situations**
- **Not reasonable to expect collectors to know what to do in uncommon non-routine situations**
  - ◆ Need a clear path they can follow to get questions answered immediately

# There's more to MRO work than meets the eye

Meets Company Standard	Further Action Required	Does Not Meet Company Standard
Negative	Negative Dilute	Positive
	Cancelled	Substituted
		Refusal to Test
		Adulterated

# Is it worth it?

- **Too early to tell**
- **Higher percentage of job applicants abandoning during the application process**
  - Those who know they won't pass the drug screen?
  - Driving away qualified candidates in competitive markets?
- **Our US experience is that pre-employment drug screening has a lower rate of positive tests than random, post-accident, and reasonable suspicion testing**

# A Few Lessons Learned

- **THINK BIG!**
  - Not just what is our current scope, but what might we want it to be
- You almost certainly will have better control over your own resources than over the actions of external parties
- If what your process deviates from what people normally do, you are an “outlier” and your process will be prone to errors
- Despite your desire to “standardize” you almost certainly will have to accept minor variability

**Perfect is the enemy of good.**

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