

Senate Council Retreat  
July 10, 2006

### **Pre-Employment Drug Screening**

The pre-employment drug screening (PDS) has been in place for initial hires into UK HealthCare (clinics, medical center, UK hospital) for more than one year and will remain in effect for these areas only. For an individual somewhere other than the Lexington area, there are sites/labs available for use to avoid unnecessary travel.

PDS results are sent directly to HR screening coordinators, not the hiring department. The HR official will contact hiring departments to confirm whether initial hires remain eligible for employment or if the employment offer must be withdrawn, based on the screening results from PDS.

Applicants in UK HealthCare areas ruled ineligible for employment based on a positive drug screen will be ineligible for employment at UK for the following 12 months. Any positive test for recreational drug use or for substances for which the hiree does not have a prescription for will result in the hiree being not eligible for employment. Prior to the drug test, the hiree is given an opportunity to explain any possible "positive" results, such as having eaten certain foods or having a prescription for certain medications.

Where applicable (UK HealthCare), the drug screen (PDS) costs the hiring department approximately \$60 per screen of the final applicant upon offer of employment. Screening results are typically available within two to three business days. Because of the wide variety of hiring situations across the University, departments can contact HR for information about their specific situations.