

# Pre-Employment Testing - Long Term Care

> About The Client

One of the largest nursing homes in its region, this facility meets the needs of residents by specializing in full time physical, occupational, speech, and recreational therapies, and has been providing the highest quality long term care, rehabilitative and restorative services to residents since the 1960's.

> Background

*Pre-employment testing is critical to staffing and sustaining a drug free workplace.*

Implementation

The company's goal is to provide nursing home residents with the best care possible, by hiring only the highest quality employees. Management at the nursing home felt that it had become the "employer of choice for drug users in the area," and was concerned about employee access to the residents' narcotics, especially considering the high risk for abuse of these substances. The nursing home began looking for the most effective/robust pre-employment drug testing method, in hopes of improving employee and resident safety by creating a drug-free environment.

Program Results

Job applicants are screened for drugs of abuse during the interview process, ensuring the highest quality individuals are hired. This screening practice eliminates a problem before it starts, by detecting and deterring prospective employees with drug abuse problems. Implementing an effective pre-employment testing program often prevents drug users from even applying, saving companies time and money up-front.

After much research, the management team concluded that scheduled urinalysis tests would be a waste of money. They implemented a Psychemedics hair testing program because it identifies 6X more drug users and eliminates common tactics used to cheat a urinalysis test. Management agreed that keeping drug users out of their facility was money well spent and initiated the program.

**On average, 85% of the drug users identified by Psychemedics would have been missed by urinalysis.**

**Best practice: The pre-employment drug testing program is clearly communicated up-front to all job applicants.**

**"With the high possibility of inaccurate urine testing and the fact that most of the more serious Class 1 & Class 2 drugs are out of the system after a short period of time and won't be detected in a urinalysis test, I don't know why any company would continue to use urinalysis for pre-employment testing."**

**- Risk Management Coordinator**



> Implementation

At the time applicants are invited for an interview, they are notified that they will have to provide a hair sample **within 24 hours** after the scheduled interview.

During the interview they are given instructions on how to fill out the required paperwork and informed where to provide a hair sample. If the test result is positive and the results are confirmed by the MRO, the applicant is notified that he/she will not be offered a position.

> Program Results

The overall positive rate **rapidly decreased from 7.5% to 3.8%**. The program had made it clear that drug use would not be permitted.

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**Hair Testing Pioneer & Leader**

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For over three decades, Psychemedics Corporation has been the world's leading drug testing company using hair. Psychemedics' patented hair analysis technology is trusted by Fortune 500 companies, police forces, courts, schools and parents all over the world.

