

Quick-Hitting Survey

Drug Testing Policies in the Hiring Process

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Executive Summary

Methodology

In January 2020, The Health Management Academy conducted a quick-hitting survey of Leading Health Systems to identify drug testing policies during the hiring process. The 13 responding Chief Human Resources Officers (CHRO) represent health systems with an average Total Revenue of \$6.5 billion that own or operate 209 hospitals and have approximately 2.2 million admissions per annum.

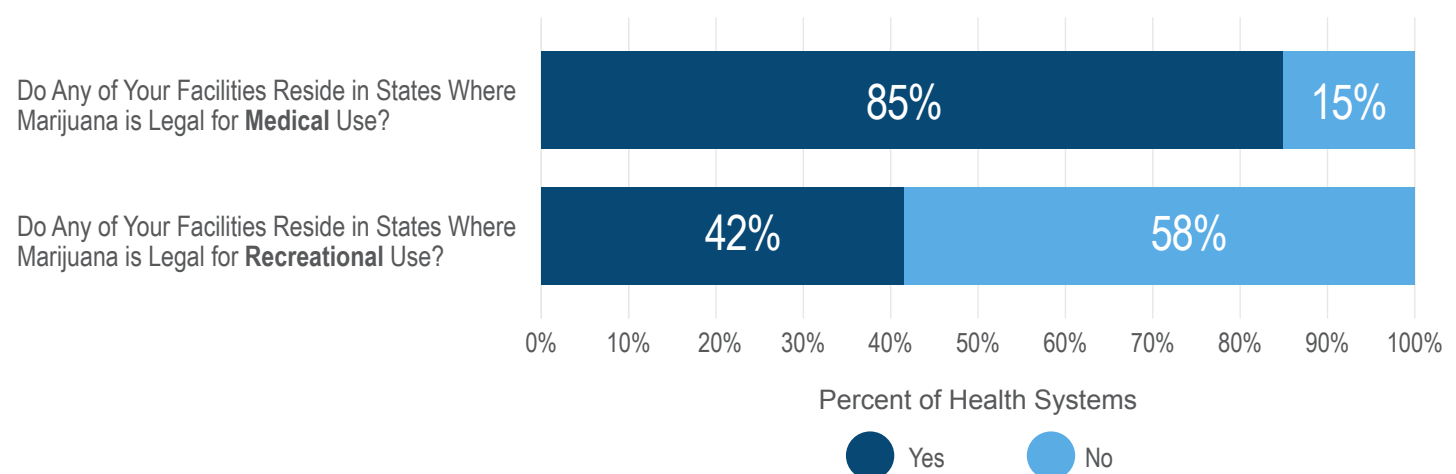
Key Findings

- All responding health systems (100%) conduct drug tests as part of the hiring process, most of which (92%) include marijuana in the drug panel.
- If an applicant tests positive for marijuana, the majority of health systems (75%) will rescind the job offer. This includes health systems that operate where marijuana is legal both medically and recreationally.
- The majority of health systems (75%) are not considering removing marijuana from their drug test panel despite some of these systems operating in states where marijuana is legal both medically and recreationally.

Results

As marijuana becomes legalized in various states across the country, some health systems are rethinking their drug testing policies to reflect these changes. Most health systems (85%) have at least some facilities in states where marijuana is legal for medical use (Figure 1). Fewer health systems (42%) operate in states where marijuana is legal for recreational use.

Figure 1. Marijuana Medicinal and Recreational Legality



All (100%) responding health systems conduct drug tests during the hiring process. Furthermore, the vast majority (92%) of health systems include marijuana as part of the drug panel (Figure 2). Health systems who do not include marijuana in the panel operate in states where marijuana is legal both medically and recreationally. However, other health systems that operate in states where marijuana is legal still include marijuana on their panels.

If an applicant tests positive for marijuana, the majority of health systems (75%) will rescind the job offer (Figure 3). Health systems who chose “Other” remarked that if the applicant has a marijuana card and the role is not safety sensitive then they do not rescind. Other health systems noted that they are not permitted by their state to take action against the applicant.

Figure 2. Is marijuana included in your drug test panel?

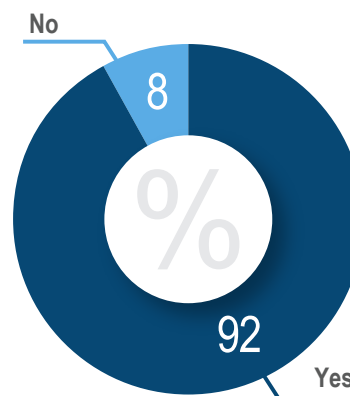
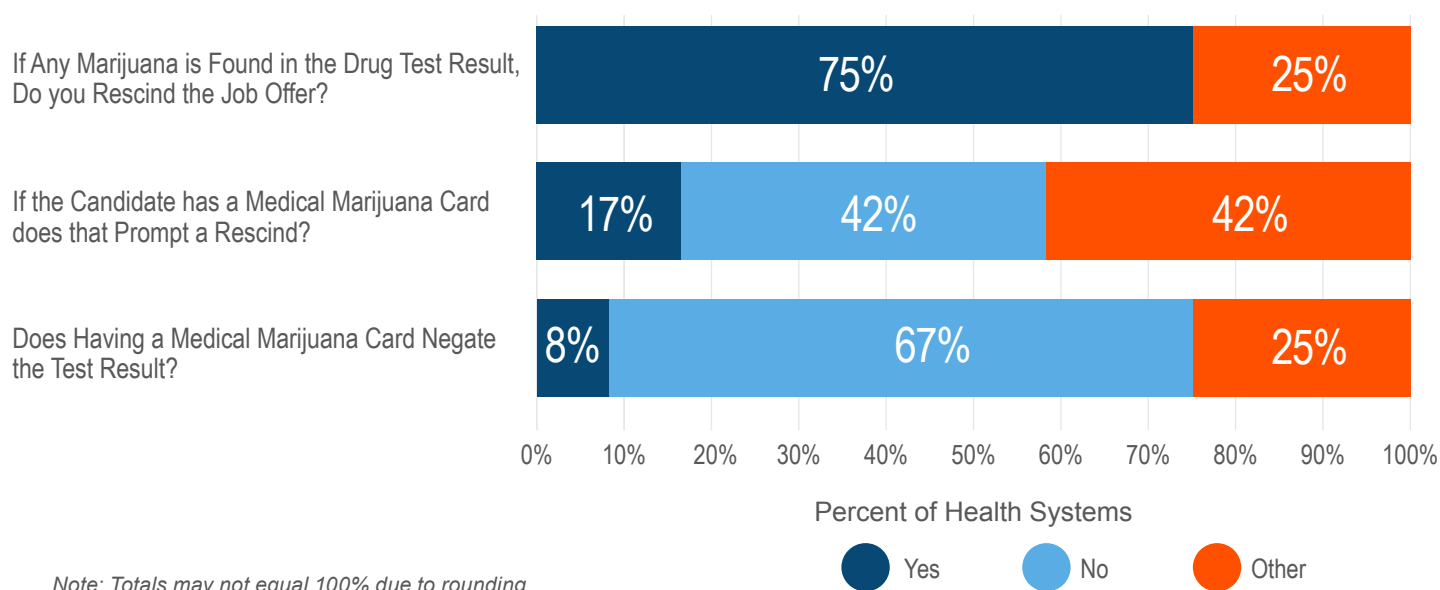


Figure 3. Post Drug Test Policies



Fewer health systems (17%) reported they would rescind a job offer if the applicant has a medical marijuana card. Equal numbers of health systems (42%) said they either would not rescind the offer or chose “Other”. Multiple systems who chose “Other” remarked that they would only rescind the offer if role is safety sensitive.

The majority of responding health systems (67%) reported that having a medical marijuana card does not negate the drug test result, though that does not mean the offer will be rescinded. Only 8% of health systems said a medical marijuana card would negate the drug test results. Those choosing “Other” remarked again that the test result would be negated if the applicant has a medical marijuana card unless the role is safety sensitive.

The majority of health systems (75%) are not considering removing marijuana from their drug test panel (Figure 4). Of the 25% who are considering removing marijuana, all operate in states where marijuana is legal both medically and recreationally. However, other systems that operate in such environments are still not considering removing marijuana from the drug test panel at this time.

Figure 4. Are you considering removing marijuana from your panel?

