

Behavioral Health is Essential to Health

Prevention Works

Treatment is Effective

People Recover

Welcome and Opening Remarks

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Open Session

Drug Testing Advisory Board (DTAB) Meeting

“ The Federal Government, as the largest employer in the nation, can and should show the way towards achieving drug-free workplaces through a program designed to offer drug users a helping hand....”

--Executive Order 12564
September 15, 1986

Federal Workplace Drug Testing Programs – Why?

- Executive Order 12564 (Drug-Free Federal Workplace, 1986)
 - All Federal employees must refrain from using illegal drugs – on or off duty
 - Each Federal agency must have a Drug-Free Workplace plan
- Public Law 100-71, Section 503 of the Supplemental Appropriations Act of 1987
 - Assigns centralized oversight of Federal drug testing to HHS, including the responsibility for establishing scientific and technical standards to be used

Established as a Deterrent Program

- Focused on demand reduction of illicit illegal drugs:
 - Marijuana
 - Cocaine
 - Opiates, focused on Heroin
 - Amphetamines, focused on Methamphetamine
 - Phencyclidine
- Alcohol is not included

Federal Employees

- U.S. Department of Health and Human Services (HHS)
 - Substance Abuse and Mental Health Services Administration (SAMHSA)
 - Center for Substance Abuse Prevention (CSAP)
 - Division of Workplace Programs (DWP)
 - » HHS Mandatory Guidelines for Federal Workplace Drug Testing Programs
 - » National Laboratory Certification Program (RTI International)
- The CSAP Drug Testing Advisory Board supports DWP in carrying out responsibilities for the Federal Drug-Free Workplace Program

Federal Initiatives

- 1986 EXECUTIVE ORDER 12564 initiated the Drug-Free Workplace Program that sets Agency responsibilities for establishing a plan to achieve drug-free workplaces
- 1987 PUBLIC LAW 100-71 outlines general provisions for drug testing programs within the Federal sector
- 1988 MANDATORY GUIDELINES FOR FEDERAL WORKPLACE DRUG TESTING PROGRAMS set scientific and technical standards for drug testing of Federal employees and for certification of drug testing laboratories
- 1989 DOT REGULATIONS impacting private sector employees in DOT Regulated industries require EAPs, training/education & testing
- 2010 Fifth revision to the Mandatory Guidelines effective October 1

Federal Agency Workplace Drug Testing Program

- Today 2.2 million Federal Employees and Job Applicants, 117 Federal Agencies
- 400,000 Testing Designated Positions
- 210,000 forensic workplace urine drug tests per year
- Focus is on illicit drugs of abuse, specimen adulteration, and specimen validity testing

How the Mandatory Guidelines for Federal Workplace Drug Testing Programs are Promulgated

- DWP scientific / expert staff
- Peer reviewed literature
- SAMHSA Drug Testing Advisory Board (DTAB) – subject matter experts
- Open Session DTAB meetings
- Publish Proposed Changes in Federal Register as notice with Public Comment Period (60 days minimum)

Common Parameters for Forensic Drug Testing Program

- Public acceptability
- Scientific acceptability
- Establishing of cutoffs
- FDA approval/clearance
- Quality assurance and proficiency testing
- Court/legal acceptability
- Cost/benefit
- Drug positive result from passive exposure
- Drug positive from external contamination

SAMHSA'S Chartered Drug Testing Advisory Board (DTAB) Considerations

- What drugs and drug metabolites are detected?
- Are analytical methods available and sufficient?
- What cutoff concentrations should be established?
- Do the cutoff concentrations reflect a comparative time of drug use?
- Can internal quality-control processes be designed to validate tests?
- Can an effective external proficiency testing program be established?
- What use is recommended for alternative specimens?
- **DTAB is the vehicle by which we ensure scientific sufficiency of the Federal Workplace Drug Testing Program**

Scientific and Technical Oversight

- Drug Testing Advisory Board
 - Ten Special Government Employees who provide interdisciplinary insight and recommendations and are experts in:
 - Analytical forensic toxicology
 - Specimen collection procedures
 - Drug test interpretation
 - Forensic drug testing laboratory operations
 - Toxicology research
 - MRO community
 - Government and military systems
 - Meet in one or two-day sessions, some of which are open to the public to advise and recommend on direction, scope, balance, and emphasis in drug testing and laboratory certification and to review specific science issues, e.g., drugs and detection methods

Components of a Comprehensive Drug-Free Workplace Program

- Formal Written Policy
- Employee Assistance Program
- Supervisor Training
- Employee Education
- Methods for Detecting Illicit Drug Users (i.e., drug testing)

DWP Duties

- Maintain the Mandatory Guideline
- Maintain currency of scientific and technical knowledge
- Advance the state of the art in workplace drug testing science and technology
- Conduct research on alternative specimens and technologies
- Oversee the National Laboratory Certification Program
- Publish list of certified laboratories
- Convene the Drug Testing Advisory Board

Foundation for Federal Employee Drug Tests

Employee Drug Test Result

Medical Review Officer

Trained Collectors

Certified Laboratories

Agency Plan and TDP List Review

Model Plan – TDP Guidance

National Laboratory Certification Program

Mandatory Guidelines

Drug Testing Advisory Board

Interagency Coordinating Group Executive Committee: HHS DOJ

Office of National Drug Control Policy

Executive Order 12564 – Public Law 100-71