



SUBSTANCE ABUSE PROFESSIONAL (SAP) SERVICES

Comprehensive programs and services for area employers

The importance of compliance....

Many of the Department of Transportation (DOT) regulations surrounding Substance Abuse Professional (SAP) services are the employer's responsibility and liability. When an employee with safety sensitive duties tests positive for drugs and/or alcohol, the employer must ensure:

- The employee, whether being retained or not, is referred to a qualified SAP.
- The employee is evaluated by a qualified SAP.
- The employee complies with education or treatment recommendations.
- The follow-up testing program mandated by the SAP is implemented.
- Employee attends a follow-up session with SAP to determine if they are eligible for a return to duty test.

It is extremely important that companies partner with a qualified SAP, in order to comply with DOT regulations and avoid fines and other penalties.

The Role of the SAP

The SAP works with the company to ensure employees return to the workforce as safely possible. The law requires the SAP to forward documentation to the employer regarding employee assessments and compliance with their recommended assistance/program.

The DOT requires companies to refer any employee experiencing a positive test to a qualified SAP who will provide a comprehensive clinical evaluation. The clinical evaluation often includes multiple face-to-face assessments. A qualified SAP must have knowledge of and clinical experience in the diagnosis and treatment of substance abuse disorders and be qualified per DOT regulations.

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About Gundersen Health System

Gundersen Health System is a comprehensive healthcare network including one of the nation's largest multi-specialty group medical practices. Gundersen is a physician-led, not-for profit healthcare system which includes a teaching hospital; community clinics; affiliate hospitals, clinics and nursing homes; behavioral health services; vision centers; pharmacies; and air and ground ambulance services. Gundersen serves 22 counties throughout western Wisconsin, northeastern Iowa and southeastern Minnesota. The hospital is a tertiary referral center and a Level II Trauma Center. The more than 1,000 medical, dental and associate staff are supported by a staff of more than 9,000. Gundersen is the designated Western Clinical Campus for the University of Wisconsin School of Medicine & Public Health. The organization is consistently ranked in the upper 5 percent of hospitals in the country by independent healthcare ratings organizations.

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Substance Abuse Professionals evaluate and recommend appropriate courses of action.



Ultimately, the SAP determines if the employee needs education about alcohol and drug use or if treatment is needed to resolve drug or alcohol use problems. The SAP will assist in identifying and enrolling in the education or program recommended to the employee.

Employee Assessments

During the employee evaluation, the SAP determines what type of on-going services and testing are appropriate and makes a recommendation to the employer. Under the DOT regulations, the SAP is mandated to recommend, at least, drug/alcohol educational sessions and follow-up testing. Some employees may require more extensive follow-up with a treatment professional. If on-going treatment is necessary, the SAP will work to identify providers that will limit the employee's out of pocket expenses. Employees will not be released for safety sensitive duty until the SAP determines he or she has complied with the recommended treatment plan. When the employee has met this obligation, the SAP will make them eligible for a return to duty test.

Follow-up Testing

The SAP is also responsible for recommending on-going follow-up testing. The DOT has established a minimum requirement of at least six tests in the first 12 months after the employee returns to duty with a maximum duration of 60 months. The SAP determines the amount and duration of follow-up testing.

The company must implement the follow-up testing mandates set by the SAP.

Experienced Professionals

With all of the DOT requirements and potential liabilities surrounding substance abuse, it is a sound business decision to share your DOT responsibilities with a qualified SAP. Partnering with a SAP with significant knowledge of DOT regulations, training and experience working with employers and employees from a variety of backgrounds is crucial.

The Gundersen Health System's Employee Assistance Program offers qualified SAP services with a combined total of more than 50 years of experience in the delivery of substance abuse services. We have the expertise, experience, and flexibility to meet the needs of virtually any employer.

For More Information

For more information on SAP services through Gundersen Health System, please contact Business Health Services at (608) 775-8700 or email businesshealthservices@gundersenhealth.org.

GUNDERSEN HEALTH SYSTEM®

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