

Medical Review

Utilizing Medical Review Services for Workplace Drug Testing



What you need to know

Non-negative results may occur from time to time during your employee onboarding process. Many factors may impact a result, and thus, further review is necessary. This deliberation is where a Medical Review Officer (MRO) comes in.

An MRO is a licensed physician who reviews and interprets the laboratory results of an employer's drug testing program. They assess positive or invalid laboratory results, adulterated samples, and substituted specimens. The primary goal of an MRO team is to provide a medical explanation for the outcome of the drug test.

MROs are crucial in protecting the confidentiality of the donor. The donor's laboratory result will not reach the employer until the MRO team has had a chance to evaluate it. Their final deliberation is what the employer will receive.

Why Medical Review is Recommended

It is important to note that the Department of Transportation requires MRO services for federally regulated positions; otherwise, it is up to state laws and employer discretion.

The benefits of MRO services are numerous:

- Certified validity of drug test results
- Protection for employers and employees
- Verified medical explanations for non-negative results
- Upheld compliance with federal, state, and local requirements

For non-DOT drug tests, utilizing an MRO team in the workplace allows for a more fair and reliable process. As a professionally unbiased third party, MROs protect the employer from accusations and liabilities. MROs also ensure the donor privacy, providing a crucial boundary that prevents rash or unfounded decisions.

5 Step Screening Process

1

Collection - The donor provides the necessary specimen.

2

Testing - Specimen is sent to a laboratory where it will be tested.

3

Results - Results are received. In the event of a non-negative outcome, an MRO is involved.

4

MRO's Role - Donor discusses with the MRO to provide a medical explanation for their results

5

Verdict - The MRO communicates with the employer

Contact us today to enhance a culture of accurate testing!



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