

The Drug Testing Process

How Candidates Complete Their Pre-Employment Drug Test

1. Test Ordered

Drug testing begins when a test is ordered for a candidate with our employee screening partner Good Egg. Once the drug test is ordered, your candidate is invited (via email) to schedule their test. The invite includes a short registration and simple application to locate a nearby testing facility.

Encouraging your candidate to schedule the drug test ASAP will speed up the process.

2. Applicant Provides Sample

Although most collection sites accept walk-ins for drug tests, candidates may choose to schedule an appointment at their convenience. Whether walking in, or fulfilling a scheduled appointment, providing a sample takes less than 30 minutes.

Reminding your candidate to show up for their test the day it is scheduled is a great way to keep the process moving and expedite their start date.

3. Shipped to Lab

After a candidate's sample has been collected, it is shipped to a laboratory and analyzed for the presence of forbidden substances. Pick-ups/deliveries are generally once per day per collection site, and transit is typically one business day.

Encouraging your candidate to complete their test in the morning will increase the likelihood that their sample will make it to the lab faster, and reduce the time to complete the process.

4. Lab Testing

A candidate's sample is tested for the presence of 5 different drug types (unless otherwise specified by the client). Results of the test are then transmitted to a Medical Review Officer (MRO).

An MRO is a board-certified physician tasked with assessing results of the exam.

5. MRO Review

If the candidate tests negative for the presence of drugs, their result is communicated to the BankW HR team through Good Egg's online portal. However, if the candidate tests positive, they will be contacted by the MRO. Certain prescriptions may trigger a positive result which can be overridden through the medical review process and communication between the MRO and candidate. Other times, positive results are simply failed drug tests.

Encouraging your candidate to engage with the MRO will accelerate closure on their drug test.

6. Result Posted Online

The drug testing process typically completes within three business days of your candidate providing their sample to be tested. Other drug testing processes may deliver faster results, but do not meet the requirements of our clients.

By following the best practices highlighted in this worksheet you will maximize the probability of a result in 3 days, if not faster. Conversely, deviance from the process or extended involvement from the MRO will delay and extend completion timing.