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OCCUPATIONAL
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DISABILITY
MANAGEMENT
SERVICES

WHO SHOULD ATTEND?

Return to work coordinators
Rehab physicians
Disability insurers and
case managers
HR/LR personnel
Monitors
Disability management
professionals
Occupational health
professionals
Addiction medicine,
addiction psychiatry clinicians
Labour lawyers
EFAP professionals

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ROPER GREYELL



RICHMOND, BC | APRIL 17-18, 2008

Managing Employees with Substance Abuse

ORGANIZATIONS KNOWN FOR EXCELLENCE demonstrate their concern for the health and safety of their personnel. We have improved workplace health and safety through accident prevention, disability management, physical rehabilitation and early return to work. But we lag behind in managing employees with substance use disorders. Here is your opportunity to learn the latest effective and evidence-based techniques to improve safety and health while boosting morale and productivity. This conference will combine a series of high-quality plenary information sessions with smaller, interactive workshops facilitated by experienced practitioners.

SPEAKERS

Alex Abdel-Malek MSW Interlock Employee & Family Assistance Program
Sebastien Anderson LLB Partner, Victory Square Law Office
Ray Baker MD HealthQuest Occupational Health
John Beckett MBA, CRSP Director, Health, Safety & Recruitment, BC Maritime Employers Association
Terry Brennan MA Vancouver Civic Employee and Family Assistance Program.
Nora Brant Medical Co-ordinator, Great West Life
Paul Farnan MD HealthQuest Occupational Health
Owen Garrett PhD Program Director, In Focus Psychological Services
Merv Gilbert PhD, RPsych Partner, Gilbert Acton
Bill Haig Public Services Agency of BC
Greg Heywood LLB Partner, Roper Greyell
Paul Maruff PhD Chief Science Officer, CogState Ltd.
Jack McGourty Co-Chair, EFAP, CAW Local 2301
Tom McLeod (Retired) Forest Industry IWA Disability Plan
Doug McNicol Business Agent, CUPE Local 100 4
Neil Menard Past Vice-President, IWA
Mick Oreskovich MD Medical Director, CEO Washington Physicians Health Program
Daniel Roitberg RTC, ACRPS
Joti Samra PhD, RPsych Adjunct Professor, Faculty of Health Sciences, SFU
Gerard Seijts PhD Associate Professor, Richard Ivey School of Business
Kim Skeath BSc Kin RK Occupational Health Advisor, Washington Marine Group

TOPICS

- ▶ Medical Management of Employees with Substance Use Disorders
- ▶ Computerized Fitness for Duty Cognitive Testing vs. Drug Testing
- ▶ Employer, union, worker and health professional legal rights, responsibilities and liabilities
- ▶ Developing effective workplace alcohol and drug policies
- ▶ Dealing with other psychiatric problems at work
- ▶ How to perform intervention interviews with employees
- ▶ Medical monitoring as part of rehabilitation and return to work
- ▶ The Role of Disability Insurers for claimants with addictions
- ▶ Employee and Family Assistance Programs and their important roles
- ▶ When Members have addictions: the vital roles of Labour Unions
- ▶ Applying Disability Management practices to the invisible disabilities: including addictions

Day 1 – April 17, 2008

THURSDAY, APRIL 17 – 8:30-9:30 AM – PLENARY

Managing Employees with Substance Abuse Disorders: Key Issues

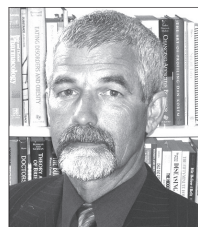


Dr. Paul Farnan, MD
www.healthquest.ca
Dr. Farnan holds additional certification in Addiction Medicine with both the American Society of Addiction Medicine and the Canadian Society of Addiction Medicine. He is also a Clinical Associate Professor, Department of Family Practice at the University of British Columbia. He

completed additional training in Occupational Medicine through the University of Alberta and is a member of the Occupational and Environmental Association of Canada. For almost six years he was Executive Director of the Physician Health Program of BC, which involves helping physicians who have problems related to substance use disorders.

Dr. Ray Baker, MD
www.healthquest.ca

Dr. Baker worked as a family doc in a small BC mining town after completing his medical training in London, Ontario. Since 1986 he has concentrated his practice on Addiction Medicine, and won a national award for the UBC Addiction Medicine Curriculum he designed and directed. He represented Canada on the board of the American Society of Addiction Medicine and chaired the British Columbia Medical Association's Addiction Medicine Committee. In 16 years of addiction medicine he has assessed or treated several thousand patients with addictions, chronic pain, mood disorders and stress-related conditions.



In this plenary session Baker and Farnan will briefly outline the evidence-based principles and best practices for detection, intervention, assessment, treatment and rehabilitation/return to work for employees with substance use disorders. By treating substance dependence like other chronic illnesses employers, insurers and other organizations can establish fair and effective strategies to improve health, safety, morale and productivity.

THURSDAY, APRIL 17 – 9:30-10:30 AM – PLENARY

Computerized Cognitive Impairment Testing: An Alternative to Drug Testing?

Dr. Gerard Seijts PhD

Associate Professor, Ivey Alumni Association



Prior to joining the Richard Ivey School of Business in 2000, Gerard was on the faculty at the I.H. Asper School of Business at the U. of Manitoba. Gerard is teaching on several leadership programs with executives from organizations such as Scotiabank, TD Bank Financial Group, and Canada Post. He has taught EMBA, MBA and undergraduate courses in leadership, and is on the advisory board of the Federal Accountability Initiative for Reform, or FAIR.

Drug testing to improve workplace health and safety has not been without major problems. The evidence showing that it reduces workplace accidental injuries is weak. There is some evidence Canadian workers see employer-instituted drug testing as unfair. The commonest causes of worker impairment and increased risk of accidents are fatigue, depression and stress, not drugs. What is needed is a means to determine worker fitness for duty. Could simple computerized cognitive testing be an answer?

THURSDAY, APRIL 17 – 10:50 AM – 12:20 PM – PLENARY

Legal Responsibilities & Liabilities: Things You Can, Can't, and Must Do

Greg Heywood, L.L.B.



Greg Heywood is a partner of the firm Roper Greyell. Formerly he was a Partner at a national law firm, Director of Labour Relations and in-house counsel with Canadian Airlines International Ltd. Greg's focus is offering management clients strategic advice, and representation before boards, tribunals and the courts. An experienced labour litigator, Greg has also participated in the drafting of drug and alcohol policies for national and provincial companies.

Sebastien Anderson, L.L.B.



Sebastien Anderson is Partner in the law firm Victory Square Law Office LLP. He is called to the bar in both B.C. and Alberta. Sebastien limits his law practice to labour, employment, administrative and constitutional law on behalf of unions and non-unionized employees in disputes with current or former employers. Employees with addiction issues

have to do more than "talk the talk" to convince Sebastien that his client should take an addictions case to hearing.

Employers, unions, insurers, workers and health professionals find themselves in a minefield of obligations, restrictions, prohibitions and liabilities. Human Rights concerns, privacy issues, arbitral jurisprudence, WCB regulations and criminal liability create concerns for us all. Learn the rules and current accepted practices concerning duty to accommodate, last chance agreements, employer and employee liabilities and responsibilities, acceptable policy components and the union's role in it all.

THURSDAY, APRIL 17 – 1:40-3:10 PM – CONCURRENT

1. Organizational Workplace Policy Development

Dr. Ray Baker, MD

Greg Heywood, L.L.B.

Kim Skeath, B.Sc. Kin, RK

Kim Skeath has been working in the field of occupational health and disability management for the past 15 years. She began as a clinical exercise therapist for acute and chronic pain programs before branching into prevention services for occupational health providers. Kim is currently employed by the Washington Marine Group of companies, based in North Vancouver, BC as an Occupational Health Advisor.

In this session presenters will outline their perspective and experiences in developing workplace alcohol and drug policies. Areas they will address will include reasons for policy development, essential components, important steps in developing and rolling out new policies, establishing the necessary resources and necessary training for stakeholders. The audience will be expected to participate in active discussion.

2. Comorbidity in the Workplace

Merv Gilbert, PhD, RPsych

Principal Partner - Gilbert Acton, organizational health consultants
Dr. Merv Gilbert is an Occupational Health Consultant. He has worked in both private and institutional health care settings providing opportunities for interdisciplinary collaboration,



	Thursday, April 17, 2008	Friday, April 18, 2008
8:15 – 8:30 am		Open 12-Step meeting
7:00 – 8:30 am	Ray Baker: Opening Remarks Master of Ceremonies, Paul Farnan	
8:30 – 9:30 am	Managing Employees with Substance Use Disorders: Key Issues – Paul Farnan & Ray Baker:	Model Programs City of Vancouver, Washington Marine Group, Work-safe BC Peer Program (Each organization will choose presenting team)
9:30 – 10:30 am	Computerized Cognitive Impairment Testing: An Alternative to Drug Testing? – G. Seijts	Model Programs (cont)
10:30 – 10:50 am	Break	Break
10:50 am – 12:20 pm	Legal Responsibilities & Liabilities: things you can, can't, and must do – Greg Heywood & Sebastien Anderson:	Medical Monitoring: The Key to Success – Paul Farnan, Mick Oreskovich, Daniel Roitberg:
12:20 pm – 1:40 pm	Lunch	Lunch
1:40 – 3:10 pm concurrent sessions	1. Organizational Workplace Policy 2. Comorbidity in the Workplace 3. The Difficult Conversation: Intervening on Substance – Affected Employees 4. Computerized Cognitive Impairment Testing	5. Role of insurers 6. EFAP: two models 7. Important Roles of Labour Unions 8. Disability Management of Invisible Disabilities – Tips Tools and Traps
3:10 – 3:30 pm	Break	Break
3:30 – 5:00 pm	Repeat 4 breakouts (#'s 1 – 4)	Repeat 4 breakouts (#'s 5 – 8)
5:00 pm	Adjourn	Adjourn

program development, research and teaching. He holds academic appointments at Simon Fraser University and the University of British Columbia and has published in national and international professional journals. He is also a senior consultant with the Centre for Applied Research on Mental Health and Addiction (CARMHA), a research centre within the Faculty of Health Sciences at Simon Fraser University.

Joti Samra, PhD, RPsych



Dr. Joti Samra is a clinical psychologist, who conducts applied research and clinical work in the area of mental health and addiction, with a particular interest in these issues as they pertain to the workplace context. As part of her role with CARMHA, Joti has been a principal in the development, evaluation,

and dissemination of a self-care manual for depression in the workplace. She has also been involved in a range of activities on behalf of the BC Workplace Mental Health & Addiction Scientific Committee.

This presentation will review the impact of depression in the workplace, the nature of self-care as an evidence-based approach to managing depression and will provide an overview of the Antidepressant Skills @ Work manual and how the manual can be implemented in workplaces.

3. The Difficult Conversation: Intervening on Substance-Affected Employees

Paul Farnan MD and John Beckett CRSP, MA

John Beckett, MBA, CRSP
Director, Health, Safety & Recruitment, BC Maritime Employers Association

John is currently a Director with the British Columbia Maritime Employers Association, where he is responsible for providing leadership and direction of the Association's health and safety systems for members and their employees. He holds an MBA from Royal Roads University and is a Canadian Registered Safety Professional (CRSP). He sits as an employer representative on the Policy & Practices Consultation Committee of WorkSafeBC and is a Director



of the Canadian Institute for the Relief of Pain and Disability.

In this interactive session participants will review a series of very real workplace scenarios in which employees are involved in behaviours, incidents or changes in attendance and performance that demand an intervention by the employer. The facilitators will lead discussion and outline the nature and components of successful intervention interviews. Attendees will then participate in very realistic roleplay scenarios to develop essential interviewing skills.

4. Computerized Cognitive Impairment Testing (FFD testing) the details



Paul Maruff, PhD
Chief Science Officer - CogState Ltd.
Professor Paul Maruff is a psychologist with expertise in the neuropsychological identification and measurement of subtle behavioural and cognitive dysfunction. Paul's research integrates conventional and computerized neuropsychological testing with cognitive neuroscientific methods to identify subtle neurocognitive impairment and to assess the efficacy of pharmacological treatment. Paul has published over 150 research articles in international scientific journals and co-authored 10 book chapters and review articles.

CogState is an Australian company that has developed and validated a brief battery of computerized neuropsychological tests used to demonstrate cognitive impairment due to drugs and concussion. CogState has a new product, designed to be used as a screen to determine fitness for duty and to be used as part of a brief medical evaluation to determine on the spot worker fitness for duty or the need for further diagnostic evaluation. Dr. Maruff will demonstrate the testing procedure and discuss measures such as validity and reliability of this type of technology.

THURSDAY, APRIL 17 – 3:30-5:00 PM – REPEAT BREAKOUTS

Day 2 – April 18, 2008

FRIDAY, APRIL 18 – 8:30-10:30 AM – PLENARY

Model Programs

City of Vancouver: **Catherine Delauriers**, manager employee health and safety, and **Becki Wong**, return to work co-ordinator; Washington Marine Group: **Kim Skeath**, **Steve Frasher** CEO WMG; **Deborah Payment**, Compensation Employees Union, Business Agent; **Val Malloy**, Senior Manager Safety, Health and Wellness WorkSafe BC

Each organization has been invited to choose a representative to present their program dealing with employees with possible substance use disorders. They will describe the workplace setting and degree of safety risk, the process they followed in developing their program, key components of their program and the various key stakeholders or resource people they utilize in delivering their program.

FRIDAY, APRIL 18 – 10:50-12:20 AM – PLENARY

Medical Monitoring: the key to success



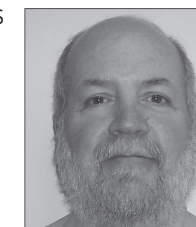
Dr. Paul Farnan

Dr. Mick Oreskovich
Medical Director and Chief Executive Officer, Washington Physicians Health Program
Dr. Oreskovich is a Clinical Associate Professor of Psychiatry at the University of Washington and a Fellow in the American College of Surgeons. He completed a VA

MIRECC research fellowship in opioid dependence and detoxification. He has multiple publications and presentations both as a surgeon and as a psychiatrist. He recently co-authored an article for the Harvard Review of Psychiatry on the genetics of opioid and cocaine dependence, and another on a single dose of buprenorphine for heroin detoxification in the Journal of Psychoactive Substances.

Daniel Roitberg, RTC, ACRPS

Daniel Roitberg has worked in addictions since 1982. Daniel has a private practice with offices in Vancouver and New Westminster B.C. His main focus is monitoring employees with substance use disorders. Daniel is an Advanced Certified Relapse Prevention Specialist (CENAPS) and a Certified Reality Therapist (Glasser Institute-van Nuys California) Daniel has helped to develop several inpatient and outpatient programs.



More and more clinicians and researchers concerned with treatment effectiveness and outcomes in substance-dependent patients have recognized that the content of the initial treatment program is much less important than the duration and quality of longer-term relapse prevention activities. It appears that people with addictions who are compelled to comply with longer-term obligations have at least as positive and perhaps better rates of remission. This session will cover the essentials of effective contingency management of monitoring. Dr. Farnan will describe the essentials, Dr. Oreskovich will present some of the experiences of the Washington State Physicians Health Program and Daniel Roitberg will share his experiences as a professional monitor.

FRIDAY, APRIL 18 – 1:40 – 3:10 PM – CONCURRENT

5. Role of Insurers

Forest Industry IWA Disability Plan – **Tom McLeod**; Great West Life – **Nora Bryant**

For claimants with addictions, keeping them home and providing them with disability benefits can be a recipe for enabling, or literally "killing them

with kindness". In this session Nora Bryant and Tom McLeod two very experienced professionals working at the interface of disability insurance and rehabilitation therapies, will discuss their experience in dealing with claimants whose disability might be effected by substance use or addiction. They will outline red flags or indicators in the file suggesting possible problems, sorting out the diagnoses, motivating the claimant and issues of longer term rehabilitation and return to work.

6. EFAP: two models

Terry Brennen MA – Vancouver Civic Employees Employee and Family Assistance Program
Alex Abdel-Malek, MSW – Interlock Employee & Family Assistance Corporation

What is the role of employee assistance programs in helping employees with possible addictions? Terry Brennen and Alex Abdel-Malek will review the unique features of their programs and the types of services they offer their clients. They will touch on the sensitive issues of confidentiality and their role in dealing with safety sensitive workers whose addiction has begun to affect workplace attendance, performance or safety.

7. Important Role of Labour Unions

Neil Menard, Moderator; **D. McNicoll**, CUPE 1004; **J. McGourty**, CAW 2301; **G. Smith**, Steelworkers

In the past some unions (like the rest of us) covered up problems of addiction in their members, thinking they were protecting them. Although the motives were good, the outcomes were disastrous especially for the addicted union member and family. Neil Menard served as a trailbreaker for many years demonstrating how organized labour could take an active role in improving workplace safety by establishing effective networks of support for IWA members and their families. Neil will discuss his experiences and then will serve as moderator as representatives from several unions discuss the roles and responsibilities they see for organized labour on issues of substance use, abuse and dependence in improving health and safety for their members and families.

8. Disability Management of the Invisible Disabilities – Tips, Tools and Traps

Bill Haig, BC Public Services Agencies

Dr. Paul Farnan

Owen Garrett, PhD
Program Director, In Focus Psychological Service
Dr. Garrett received his Doctorate in Psychology from the University of Western Ontario in 1992. His primary areas of clinical practice have been in Health Psychology and Rehabilitation with a special interest in stress-related disabilities. He has served as Clinical Co-Director of the Columbia Centre for Rehabilitation, Co-Founder of Behaviour Health Care, and psychological consultant to the Canadian Back Institute as well as OT Consulting.



Substance use disorders, chronic pain, depression and other mental health illnesses represent a growing problem of invisible disabilities that challenge and often frustrate caregivers, disability managers and employers. This workshop will be presented by a psychologist, physician and disability manager who have extensive experience in the fields of disability management, rehabilitation, occupational health and substance use disorders. This workshop aims to provide both an understanding and an approach that will assist attendees in the management of complex "invisible" disability, aimed at achieving improved outcomes for a safe, timely and sustainable return to work.

FRIDAY, APRIL 18 – 3:30-5:00 PM – REPEAT BREAKOUTS



RICHMOND, BC | APRIL 17-18, 2008
Managing Employees with Substance Abuse

EXHIBITOR TABLE
\$1800 gold with 2 attendees
\$850 silver with 1 attendee
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Single enrollment – one day Day: 1 2 \$285 incl. GST

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5 or More Participants \$475 each, incl. GST

Group Registration Contact Person _____

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Registration Fee Includes: Notes, conference certificate of completion, morning coffee & muffins, refreshment breaks. Lunches not included. Prices include 5% GST.

Group Rates: To be eligible for group rates registrants must register through their assigned 'Group Contact' person and all names must be submitted together. Separate payment may be submitted by each participant.

How to Register
Mail/fax completed registration form and send payment by cheque/VISA/ Master Card made out to Healthquest. Upon receipt of registration and payment we will send a confirmation notice. All cancellations subject to \$20 administration fee. Refunds available, minus administration fee, up to 14 days before the workshop. If unable to attend, you are invited to send an alternate in your place or receive full credit towards future training. Non- attendance will not be grounds for a refund. Our liability is limited to refunds for workshop fees only. Healthquest reserves the right to cancel the workshop. Please make hotel & travel arrangements with this in mind.

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