



webinar

Beyond Impairment: Managing Safety Risk for Cannabis

Presented by: **Nadine Wentzell**



At the end of this session, participants will be able to...

- ① **Identify the difference between impairment and safety risk**
- ② **Be familiar with several practical tools to identify safety risks related to cannabis and other substances of abuse**
- ③ **Understand how to co-opt employees to take action under the IRS requirement implicit in all OHS legislation**

About the presenter

Nadine Wentzell

NADINE WENTZELL CONSULTING INC



Nadine Wentzell is a pharmacist who helps employers mitigate the workplace risks of substance use. She routinely provides guidance on best practices in policy development and implementation, including the complexities of testing. Nadine's "boots on the ground" experience means she knows the issues and how to address them effectively.



CONTACT INFO

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Medical use of cannabinoids to treat only the specific medical conditions that follow, with HC approved Sativex® or Cesamet® prescription medication, as a 3rd or 4th line treatment; there is no current medical evidence to support the use of herbal cannabis for medical purposes, regardless of how it is consumed.

- ① **Neuropathic (nerve) pain**
- ② **Spasticity (muscle tremors) in Multiple Sclerosis (MS) or Spinal Cord Injury (SCI)**
- ③ **Chemotherapy Induced Nausea & Vomiting (CINV)**

Recreational Use of Cannabis

④ **WHO can purchase?**

- Any person over the age of 19

④ **WHAT products are sold?**

- Dried flower, oils, pre-roll, capsules
- Seeds available online only - limited quantities
- Edibles - coming soon - stay tuned

These products are for recreational use only.

NOTES:

<p>Cannabis use can:</p>	<ul style="list-style-type: none"> • Impair concentration • Negatively affect the ability to think and make decisions • Impact reaction time and coordination • Impact motor skills, ability to drive • Increase anxiety and cause panic attacks 	<ul style="list-style-type: none"> • Cause paranoia and hallucinations • Produce physical and psychological dependence • Cause cognitive and memory impairment • Cause mood changes • Alter perception • Decrease impulse control
<p>“Acute” impairment:</p>	<ul style="list-style-type: none"> • Acute intoxication • Usually measured in hours -> 6 or less 	<p>NOTES:</p>
<p>“Sub-acute” or “chronic”:</p>	<ul style="list-style-type: none"> • More long-term and/or withdrawal effects • Adverse effects on: <ul style="list-style-type: none"> • Ability to learn • Ability to concentrate • Visual, auditory and time - distortions • Mood: Irritability, Depression 	
<p>Challenges for testing:</p>	<ul style="list-style-type: none"> • Cannabinoids are fat soluble - store in the body longer • Urine levels DO NOT YET correspond well to levels of impairment - unlike alcohol in breath where we have an agreed upon standard • Oral fluid levels can provide evidence of active drug and recent use • Lab analysis vs Point of Collection Testing (POCT) 	

NOTES:

Finding the Right Balance



<p>How do I know if someone is high?</p>	
<p>What is the “safe” timeframe?</p>	
<p>What are the guidelines for use? What is my employer’s position on this?</p>	
<p>Responsibilities of the Employer:</p>	<ul style="list-style-type: none"> • Responsible for health, safety and welfare of employees • Required to minimize or eliminate all safety risks • Employer cannot discriminate based on protected grounds of disability • Addiction is identified as a disability • Duty to Accommodate to the point of undue hardship
<p>Responsibilities of the Employee:</p>	<ul style="list-style-type: none"> • Fitness for duty • Responsibility for own and coworkers’ safety • Application of training & education • Cooperation with employer • Internal Responsibility System (IRS)
<p>Action Supported by a Strong Policy:</p>	<ul style="list-style-type: none"> • Focus on “safety risk” vs. “impairment” • Set clear expectations • Work collaboratively with union groups • Avoid discrimination – language and processes • Adhere to privacy legislation • Respect confidentiality

NOTES:

TOOLBOX TALKS

- Policy
- Education on substances – cannabis and how it differs from alcohol
- Testing – when, how and why?
- Encourage questions

CHECK-IN

- Beginning of shift/workday
- Ongoing
- Observations
- “Out of character” behaviours
- Reports from “others”

<p>POLICY: Fitness for Duty</p>	<p>Arrive fit for duty/work (FFD/FFW) and remain that way during the entire workday/shift</p> <ul style="list-style-type: none"> • Free from the use or after-effects of drugs and alcohol • Not using or possessing
<p>POLICY: Reporting of Medication-related effects with safety implications</p>	<p>Applies to medication use:</p> <ul style="list-style-type: none"> • Prescription drugs • Non-prescription drugs • Medically authorized cannabis • N/A - Medications that do not affect ability FFD
<p>PROCESS: Accommodation re: Medication or Medical Cannabis Use</p>	<p>Step 1: Verify medical authorization/prescription Step 2: Accommodation framework</p> <ul style="list-style-type: none"> • Option 1: Alternative compatible medical treatment • Option 2: Alternative work role/position (Non-SSP or -RSP) • Option 3: Medical leave or leave • Option 4: Termination
<p>POLICY: Voluntary Disclosure and Request for Assistance</p>	<p>What is in place, in your workplace, to encourage an employee to self-identify and request help in dealing with a substance abuse problem?</p> <p>_____</p> <p>_____</p> <p>_____</p> <div data-bbox="1019 1392 1482 1654" style="border: 1px solid gray; border-radius: 10px; padding: 10px;"> <p>NEXT STEPS: What will you do with the information and ideas presented?</p> <p>_____</p> <p>_____</p> <p>_____</p> </div>
<p>POLICY: Testing – Be Intentional: Know the “Why” Before the “What”</p>	<ul style="list-style-type: none"> • Reasonable Cause – Oral Fluid • Post Incident/Near Miss – Oral Fluid • Return to duty – Post treatment - Urine • Aftercare follow up – ongoing unannounced - Urine • Pre-employment – Urine • Pre-site access – Urine • Random - in specific circumstances - Urine <div data-bbox="1019 1654 1482 1938" style="border: 1px solid gray; border-radius: 10px; padding: 10px;"> <p>How will you use them in your workplace?</p> <p>① _____</p> <p>② _____</p> <p>③ _____</p> </div>

Workplace Drug, Alcohol and Cannabis Consultant

Nadine is committed to building current, effective, and industry-specific workplace drug and alcohol policies and programs. She has worked as an adult educator for over 25 years with unionized and non-unionized businesses and organizations in the private and public sectors across Canada and in the US. Her consulting work aligns with best practices, current and evolving trends, and adheres to Canadian standards with links to US Department of Transportation where applicable. In addition to individual client consulting, Nadine provides supervisor training, employee education, keynotes and conference workshops. She has an extensive network of industry and thought-leaders across the country, who she accesses for individual clients as appropriate and required. What Nadine's clients tell her that they value most about her work is her ability to get employee "buy in" which results in sustainable culture change. Decreasing incidents and increasing productivity improves the bottom line.

Promoting safe workplaces and healthy people



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