



REPORTING AND DRIVING FOR WORK UNDER THE INFLUENCE OF DRUGS AND ALCOHOL - EMPLOYERS LEGAL OBLIGATIONS

A High Value Learning Seminar

The Ashling Hotel, Dublin.
Thursday 21st September 2017

UPDATED FOR 2017

ABOUT THIS SEMINAR

Random Roadside Drug Testing

A commencement order on 13th April 2017 gave effect to the Road Traffic Act 2016. This legislation will make it illegal for motorists to drive while under the influence of cannabis, cocaine or heroin. It is also now an offence to drive while under the influence of cannabis containing the drug Salvidex which is used in the treatment of multiple sclerosis. Tests may also be conducted for the presence of alcohol, benzodiazepines and other prescribed medication.

Reporting for Work under the Influence of Drugs and Alcohol.

Under Section 13(1)b the Safety, Health and Welfare at Work Act 2005 all employees must ensure that they are not under the influence of an intoxicant (defined as including drugs and alcohol and any combination of drugs or of drugs and alcohol) to the extent that he or she is in such a state as to endanger his or her own safety, health or welfare at work or that of any other person. Employers may prevent employees from reporting for or being on duty under the influence of intoxicants.

Learning Objectives

At the end of this seminar, those attending will have knowledge of:

- Developing intoxicant policies and procedures.
- Conducting a workplace intoxicant risk assessment.
- Intoxicant testing in the workplace - what the law requires.

Continuing Professional Development Awards

Professional Development Hours (P.D.H.'s) will be awarded by the Employee Assistance Certification Commission (EACC) for attendance.

The Institute of Occupational Safety and Health (IOSH) members will be able to allocate CPD points to the course at the rate of 3 points per course day.

PRESENTERS



Maurice Quinlan introduced the Occupational Alcoholism Programme (OAPs) concept to Europe and hosted the first seminar on this topic in the Clarence Hotel, Dublin, in September 1980. He has recently designed a comprehensive training seminar and reference manual for workplace intoxicants (defined as drugs and alcohol) to comply with Section 13(1) b of the Safety, Health & Welfare at Work Act 2005.



Pat Ward is Head of Corporate Services at Dublin Port Company. He is a member of the Executive Management team with responsibility for employee relations, human resources, communications and cruise tourism. He has 10 years' experience as a Trade Union Official representing workers across road, rail air and broadcasting sectors. Pat studied Law and the Practice of Industrial Relations at SIPTU College and is presently undertaking an MBA at Dublin City University.

Fee €295 when you book on line before Wednesday 21st August
www.eapinstitute.com



SEMINAR PROGRAMME

8.30 am **Registration – Objectives, Pre Course Assessment.**

Drug Testing Society (EWDTS) Guidelines for Legally Defensible Workplace Drug Testing.

9.00 am **Guidelines on Developing a Comprehensive Approach to Workplace Intoxicants.**

1.00 pm. **Lunch.**

This introduction will outline a five point International Standard and policies and procedures to manage employees who report for, or are at work under the influence of intoxicants (defined as drugs and alcohol) to the extent that they may endanger themselves or others.

2.00 pm **Case Study 'Intoxicant Policy- The Dublin Port Company Experience'**

10.00 am **Safety Critical Risk Assessments for Drivers of Company Vehicles and Safety Critical Employees, Control Measures and Safety Statement.**

Pat Ward, Head of Corporate Services, Dublin Port Company

Pat will only present on the seminar in the Ashling Hotel, Dublin on Thursday 21st September 2017

The Health and Safety Authority released an Information Sheet on intoxicants in September 2011. Contained in the information sheet is the requirement under Sections 19 and 20 of the 2005 Act, which requires employers to identify hazards in the workplace; to be in possession of a written assessment of the risk presented by those hazards and to draw up a safety statement. This session will outline a template for conducting an intoxicant risk assessment.

3.30 pm **Procedures for Managing Reasonable Suspicion for Employees who Report for or are under the influence of intoxicants.**

The Labour Court recommended that employers should provide reasonable accommodation for treatment and rehabilitation for alcoholism. Employee Support Services are required to provide support, assessment and referral for treatment and rehabilitation for workplace intoxicants. This session will outline steps to take in referring an employee for treatment and return to work.

11.00 am **Sample Workplace Intoxicant Policy.**

A sample workplace intoxicant policy will be outlined and explained. This policy may be adapted to suit individual needs. This session will outline employers legal obligations and steps to manage the situation where an employee reports or drives a company vehicle or is on duty under the influence of an intoxicant.

4.30pm **Summary and Close**

Each delegate attending will receive a comprehensive manual in hard copy and electronic format.

12 Noon **Intoxicant Testing in the Workplace - What the Law Requires.**

The Health and Safety Authority Information Sheet states that where testing is part of a company policy or otherwise contracted with employees, it is recommended that it is carried out in accordance with a recognized standard such as the European Workplace

Delegates attending will be required to complete a post-seminar assignment.

BOOK ONLINE AT
WWW.EAPINSTITUTE.COM
SAVE €55

FOR MORE INFORMATION VISIT
www.eapinstitute.com

ACCOMMODATION LIST

DUBLIN SEMINAR HOTEL:

The Ashling Hotel

Parkgate Street, Co. Dublin.

Tel: + 353 (0)1 677 2324

Email: info@ashlinghotel.ie

Room Rates:

Double B&B	€169.00
Room Only	€149.00

SUBJECT TO AVAILABILITY.

Please book directly with the hotel. To avail of the corporate rate, please mention the EAP Institute. All rates subject to availability.

HOW TO REGISTER

1. Book online at www.eapinstitute.com
2. By telephone - 051 855733 Intl. +353 51 855733
3. By fax - 051 879626 Intl. +353 51 879626
4. By post - Complete the registration form and send with payment.

METHOD OF PAYMENT (PLEASE TICK)

- By Credit Transfer to: Bank Of Ireland, The Quay, Waterford.
IBAN IE91 BOFI 9061 9531 2106 41 | BIC/Swift Code BOFIE2D
- Credit Card payments: Book online at www.eapinstitute.com.
- By Cheque: Total enclosed € Cheque made payable to the EAP Institute.

Payment is due before the start of the seminar unless otherwise arranged.

CANCELLATION FEE:

All cancellations must be in writing. In the event of a cancellation, we regret that 25% of the full fee will be payable. If notice of a cancellation is not received earlier than ten clear working days before the seminar, the full fee will be charged. Substitution is allowed.

FEE €350

€295.00 FOR BOOKINGS RECEIVED BEFORE MONDAY 21st AUGUST 2017 AT WWW.EAPINSTITUTE.COM

*THE FEE IS INCLUSIVE OF SEMINAR ATTENDANCE, COURSE MANUAL, LUNCH TEA/COFFEES.

REGISTRATION FORM

Venue: Dublin - Thursday 21st September 2017

Surname:	<input type="text"/>	First Name:	<input type="text"/>
Position:	<input type="text"/>	First Name:	<input type="text"/>
Surname:	<input type="text"/>	First Name:	<input type="text"/>
Position:	<input type="text"/>		
Company:	<input type="text"/>		
Address:	<input type="text"/>		
	<input type="text"/>		
	<input type="text"/>		
Email 1:	<input type="text"/>		
Email 2:	<input type="text"/>		
Tel. No:	<input type="text"/>	Fax No:	<input type="text"/>
Signed:	<input type="text"/>	Date:	<input type="text"/>