



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

A High Value Learning Seminar

Dublin: *The Clayton Hotel, Liffey Valley.*
Thursday 12th April 2018

Kilkenny: *Aspect Hotel*
Thursday 24th May 2018

UPDATED FOR 2018

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 cannabis, cocaine or heroin. 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 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.

Employee Drug Testing
The European Workplace Drug Testing Organisation seeks to harmonise drug testing processes across Europe. This presentation will cover sample matrices, drug panels, screening and confirmation issues, medical reporting requirements and how conflicting legislation has created the situation we now have. The EWDTS efforts in

the UK will be compared to current drug driving legislation and more importantly the new Psychoactive Substances Act.

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. In 2017 he designed a new training module to manage the Health and Safety Risks of those who drive for work.



Pat Ward MBA 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 graduated with an MBA from Dublin City University.



Duncan Carmichael began his career as an organic chemist working with Glaxo Pharmaceuticals and ICI. He began a sales and marketing career with Varian Instruments and worked for 18 years in the US. He is a member of the European Workplace Drug Testing Society (EWDTS) technical committee and was part of the team producing the current 2015 guidelines.

SEMINAR PROGRAMME

8.30 am	Registration – Objectives, Pre Course Assessment.	to manage the situation where an employee reports or drives a company vehicle or is on duty under the influence of an intoxicant.
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. <i>Maurice Quinlan Director, EAP Institute</i>	2.00 pm Case Study.
10.00 am	Safety Critical Risk Assessments for Drivers of Company Vehicles and Safety Critical Employees, Control Measures and Safety Statement.	Intoxicant Policy– The Dublin Port Company Experience <i>Pat Ward, Head of Corporate Services, Dublin Port Company</i>
	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.
11.00 am	Employee Drug Testing	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.
	The European Workplace Drug Testing Organisation seeks to harmonise drug testing processes across Europe. This presentation will cover sample matrices, drug panels, screening and confirmation issues, medical reporting requirements and how conflicting legislation has created the situation we now have. The EWDTS efforts in the UK will be compared to current drug driving legislation and more importantly the new Psychoactive Substances Act. <i>Duncan Carmichael, Sales Manager, Agriyork400 Ltd</i>	4.30pm Summary and Close
12 Noon	Sample Workplace Intoxicant Policy	Save €55 Book online at www.eapinstitute.com Fee: €350.00. €295.00 for online bookings received before 12th March 2018
	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	Book online at www.eapinstitute.com
		Each delegate attending will receive a comprehensive manual in hard copy and electronic format.
		Delegates attending will be required to complete a post-seminar assignment.

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www.eapinstitute.com

ACCOMMODATION LIST

DUBLIN SEMINAR HOTEL:

The Clayton Hotel

Liffey Valley, Dublin.

Tel: 353 (0)1 625 8000

Email: info.liffeyvalley@claytonhotels.com

Room Rates:

Double B&B € €119.00
Single B&B € €109.00

KILKENNY SEMINAR HOTEL:

The Aspect Hotel

Ring Road, Kilkenny

Tel: 353 (0) 56 7783100

Email: res@aspecthotelkilkenny.com

Room Rates:

Double B&B € €75.00.
Room only € €70.00
Single Room B&B € €65.00.
Room only € €60.00

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 12th
MARCH 2018
AT
WWW.EAPINSTITUTE.COM

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

REGISTRATION FORM

Venue: Dublin - Thursday 12th April 2018 Kilkenny - Thursday 24th May 2018

Surname:

First Name:

Position:

First Name:

Surname:

Position:

Company:

Address:

Email 1:

Email 2:

Tel. No:

Fax No:

Signed:

Date: