

# Drugs and Alcohol at Work - Managing Reasonable Suspicion

Dublin

Clayton Hotel, Liffely Valley  
Wednesday 18th September 2019

Cork

Kingsley Hotel, Victoria Cross  
Thursday 14th November 2019

Limerick

Strand Hotel, Ennis Rd  
Thursday 13th February 2020

Galway

Clayton Hotel, Ballybrit  
Thursday 5th March 2020

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High Value Learning

## About this Seminar

### Drugs and Alcohol at Work

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 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.

### Managing Reasonable Suspicion

Information given by the HSA is that from a health and safety perspective, companies need to be confident that employees are not a risk to themselves or others. If managers perceive that there is a risk action should be taken to remove the employee from the risk.

### Employee Drug Testing in Ireland

Employee drug testing in Ireland evolved from US Multi-National Companies who had facilities in Ireland. A proposal to conduct employee drug testing was contained in the Safety, Health and Work Act 2005, but no regulations were introduced. The trend is for safety critical industries such as air, sea, transportation to introduce testing. Safety critical tasks should be identified before any testing takes place.

## Seminar Presenters



Maurice Quinlan Director of EAP Institute, 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 2018 he designed a new model of Employee Support Services (ESS) to manage workplace mental health risks.



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 ( EWDTTS) technical committee and was part of the team producing the current 2015 guidelines.

Online Booking fee

€325

Manual and USB supplied with  
full notes

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## Seminar Programme

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|----------|--|
| 8.30 am  | Registration – Objectives, Pre Course Assessment   |
| 9.00 am  | Guidelines on Developing a Comprehensive Approach to Workplace Intoxicants (defined as drugs and alcohol).<br>Maurice Quinlan, Director, EAP Institute.  |
| 10.00 am | Safety Critical Risk Assessments for Drivers of Company Vehicles and Safety Critical Employees.<br>This session will outline a template for conducting an intoxicant risk assessment.  |
| 11.00 am | Employee Drug Testing<br>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.<br>Duncan Carmichael, Sales Manager, Agriyork400 Ltd.   |
| 12.00 pm | Sample Workplace Intoxicant Policy<br>A sample workplace intoxicant policy will be outlined and explained. This policy may be adapted to suit individual needs.  |
| 1:00pm   | Lunch  |
| 2.00 pm  | Employee Drug Testing in Ireland   |
| 3.30 pm  | Procedures for Managing Reasonable Suspicion for Employees who report for or are under the influence of intoxicants.<br>This session will outline employer's 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. |
| 4.30 pm  | Summary and Close.   |

Go to [www.eapinstitute.com](http://www.eapinstitute.com) for accomodation information

Book Online

€325

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