



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

A High Value Learning Seminar

Kilkenny: Aspect Hotel  
Thursday 24<sup>th</sup> May 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	<b>Registration – Objectives, Pre Course Assessment.</b>	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>
9.00 am	<b>Guidelines on Developing a Comprehensive Approach to Workplace Intoxicants.</b>	
	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>	1.00 pm. <b>Lunch.</b>
10.00 am	<b>Safety Critical Risk Assessments for Drivers of Company Vehicles and Safety Critical Employees, Control Measures and Safety Statement.</b>	2.00 pm <b>Case Study.</b>
	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.	Intoxicant Policy– The Dublin Port Company Experience <i>Pat Ward, Head of Corporate Services, Dublin Port Company</i>
11.00 am	<b>Sample Workplace Intoxicant Policy</b>	3.30 pm <b>Procedures for Managing Reasonable Suspicion for Employees who Report for or are under the influence of intoxicants.</b>
	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.	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.
12.00 pm	<b>Employee Drug Testing</b>	4.30pm <b>Summary and Close</b>
	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	

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# ACCOMMODATION LIST

KILKENNY SEMINAR HOTEL:

## The Aspect Hotel

Ring Road, Kilkenny

Tel: 353 (0) 56 7783100

Email:res@aspecthotelkilkenny.com

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Double B&B €75.00.

Room only €70.00

Single Room B&B €65.00. Room only €60.00

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### CANCELLATION FEE:

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## REGISTRATION FORM

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Surname:

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