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Role(s)

- **Consultant**, development and roll-out of comprehensive workplace substance use (psychomedical) policies
- **Trainer**: supervisors, safety committee, disability management and RTW coordinators
- **Diagnostician**: Comprehensive diagnostic evaluations: mental illness, addiction, chronic pain, medical or mechanical disability
- **Treatment Planning**: treatment planning for personnel with medical, psychiatric, addiction, pain problems
- **Supervision** of Monitoring, Medical review officer
- **Expert Witness**: Human Rights Tribunal, courts, arbitrations



Challenges/Barriers within Role(s)

- Concealment or cover-up by family, coworkers, employer, attending physician, union
- Role/Boundary/Privacy problems: ER's doing diagnosis (drug testing) and treatment (sending EE's off to treatment)
- Failure of stakeholders to implement contingency management
- Liability/safety risk of other stakeholders arranging RTW for safety sensitive workers with substance use disorders
- Too few trained diagnostic assessment professionals and monitors
- Inappropriate use of "harm reduction" causing prolonged disability and increased liability



Needs from other Stakeholders

- Define and stay within roles
- Establish policies and consistent approaches (workplace, insurer, union, treatment providers, monitors)
- Training programs for monitors, assessors



Key Research Questions

- Does family/worker education lead to earlier identification/intervention with SD workers
- Does contingency management (intervention/assessment/treatment/monitoring) result in measurable (accidents, time loss, productivity, turnover, disability-related costs) outcomes



Further Reading

Managing Employees with possible Substance Abuse Disorders:

Best Practices for Organizations

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