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HealthQuest Occupational Health

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BC Mental Health &
Addiction Services

An agency of the Provincial Health Services Authority



SIMON FRASER UNIVERSITY
CENTRE FOR APPLIED RESEARCH IN
MENTAL HEALTH AND ADDICTION
FACULTY OF HEALTH SCIENCES



CIHR IRSC
Canadian Institutes of Health Research
Institut de recherche en santé du Canada

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



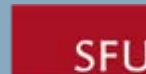
Needs from other Stakeholders

- 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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