



FEBRUARY 21, 2019

# Management of Impairment in the Workplace – A Standards Based Solution

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# Agenda

1. Overview of the CSA Group Research Report - Workplace Policies on Substance Use: Implications for Canada
2. Summary of the CSA Management of Impairment in the Workplace Workshop Results
3. Summary of Next Steps in the CSA Group Standard Development Process





CSA GROUP RESEARCH: WORKPLACE POLICIES ON SUBSTANCE USE: IMPLICATIONS FOR CANADA

# What does the research say about workplace drug impairment?

## CSA Group Research

- We believe keeping pace and even getting ahead of change relies on a strong research program.
- That's why we dedicate considerable effort to conducting and supporting research that:
  - focuses on [new and emerging areas](#) that have the potential to impact safety, health, the environment and the economy with a goal of exploring the potential for new standards-based solutions
  - supports the [development of future standards](#) by providing valuable information and insights that our technical committees can use to strengthen and expedite the development of standards
  - provides [interim guidance to industries](#) on the development and adoption of new technologies
  - demonstrates our on-going [commitment to social good](#)

[Download today at the following link:](#)

<https://www.csagroup.org/article/workplace-policies-substance-use-implications-canada/>

## Research Partner

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Research Director



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WORKPLACE POLICIES ON SUBSTANCE  
USE: IMPLICATIONS FOR CANADA

## Research Objective

- Summarize the research evidence and identify best/promising practice re:
  - Relevant policies, programs, and procedures
  - Workplace training practices and programs
- Analyze gaps and provide recommendations



## Research Approach

- Report is a synthesis of evidence from:
  - Academic research
  - Grey literature
  - Interviews with industry experts
  - Short e-mail survey of Canadian Association of Administrators of Labour Legislation – Occupational Safety and Health (CAALL-OSH) representatives

- CALL-OSH
- Canadian Centre on Substance Use and Addiction
- Canadian Construction Association
- Canadian Institute for Substance Use Research
- Canadian Occupational Health Nurses Association
- Canadian Union of Public Employees
- CannAm Testing Services
- Construction Owners Association of Alberta
- ENFORM/Energy Safety Canada
- Institute for Work and Health
- Mental Health Commission of Canada
- Workplace Safety North

## Key Findings: Regulatory

- International legal context is diverse – especially re: cannabis
- Approaches range from lax enforcement, decriminalization, to legalization
- Legalization - Uruguay (2013), nine US states (>2012)
- Limited guidance for Canada



## Key Finding: Policies

- Drug impairment is often dealt with in broader workplace substance use policies
- Comprehensive policies are rare
- Little research, but what exists suggests that policies may decrease the odds of high-risk substance use
- Guidance from expert opinion and current practice



## Key Findings: Policies (Continued...)

- Key components:
  1. Objectives and scope
  2. Prevention
  3. Observation and investigation
  4. Support
  5. Return to duty/work
  6. Non-compliance
  7. Review and evaluation
  8. Legal requirements
- A collaborative approach
- Consider organizational and industry factors, as well as peer influence



## Key Findings: Testing

- Testing permitted in safety sensitive positions in Canada *if*
  - there is reasonable cause
  - a workplace accident occurs
  - a worker is returning to work after treatment
- Various testing methods and functional tests are under development
- There is no valid test for drug *impairment*
- Potential unintended effects – underreporting, sample tampering, synthetics
- Potential for systemic discrimination
- Claim - testing decreased employees' substance use, BUT quality of evidence is mixed
- Random testing for *alcohol* impairment appears to decrease accident rates; effectiveness of drug testing not clearly demonstrated

## Key Findings: Assistance

- Workplace assistance includes:
  - information and resources
  - education and training
  - supports (referral, counselling and treatment, follow-up support)
- EAPs are 4.5 times more prevalent in Canada than drug testing
- Very little research on info and training; slightly more on supports, but results are mixed
- Reviews recommend *brief* interventions focusing on health promotion, psycho-social skills training, referral, and web-based coaching
- Promising: Changes to workplace culture and environment

## Key Gaps and Challenges

- Very complex issue – many individual, social and workplace factors
- Impact of cannabis legalization is uncertain
- Research on cannabis is limited and comprehensive workplace policies are still rare
- Testing will likely play a limited role
- Programs and supports have limited but promising evidence
- Legal/regulatory framework likely to be in flux for a while
- Lack of resources, especially for SMEs; potential for duplication of effort





# Summary of the CSA Management of Impairment in the Workplace Workshop Results

THIS WORKSHOP WAS MADE POSSIBLE BY FUNDING SUPPORT PROVIDED BY THE CANADIAN ASSOCIATION OF ADMINISTRATORS OF LABOUR LAW – OCCUPATIONAL SAFETY AND HEALTH (CAALL-OSH), INCLUDING PROVINCIAL AND TERRITORIAL GOVERNMENTS, AS WELL AS THE GOVERNMENT OF CANADA. CSA GROUP IS SOLELY RESPONSIBLE FOR THE CONTENT OF THE WORKSHOP REPORT, AND CSA GROUP AND THE FUNDING BODIES DISCLAIM ANY LIABILITY IN CONNECTION WITH THE USE OF THE INFORMATION CONTAINED IN THE WORKSHOP REPORT.

## The Event...

- Held on October 2 and 3, 2018 in Mississauga, Ontario
- Attended by 43 stakeholders with diverse expertise
- Facilitated by Michael Goldman of Facilitation First and CSA Group WPS Program staff

User / Management  
Commercial  
Labour / User



Government /  
Regulatory  
General  
Interest

## The Purpose...

- Consultation workshop - leverage the wisdom and experience of workshop participants – objective to determine where consensus exists, not to achieve consensus on all inputs
- Obtain input to create an initial seed document (scope and key framework elements) to be used by the CSA TC as the basis for development of a potential New Standard
- Special focus on some of the more contentious issues (e.g., testing)

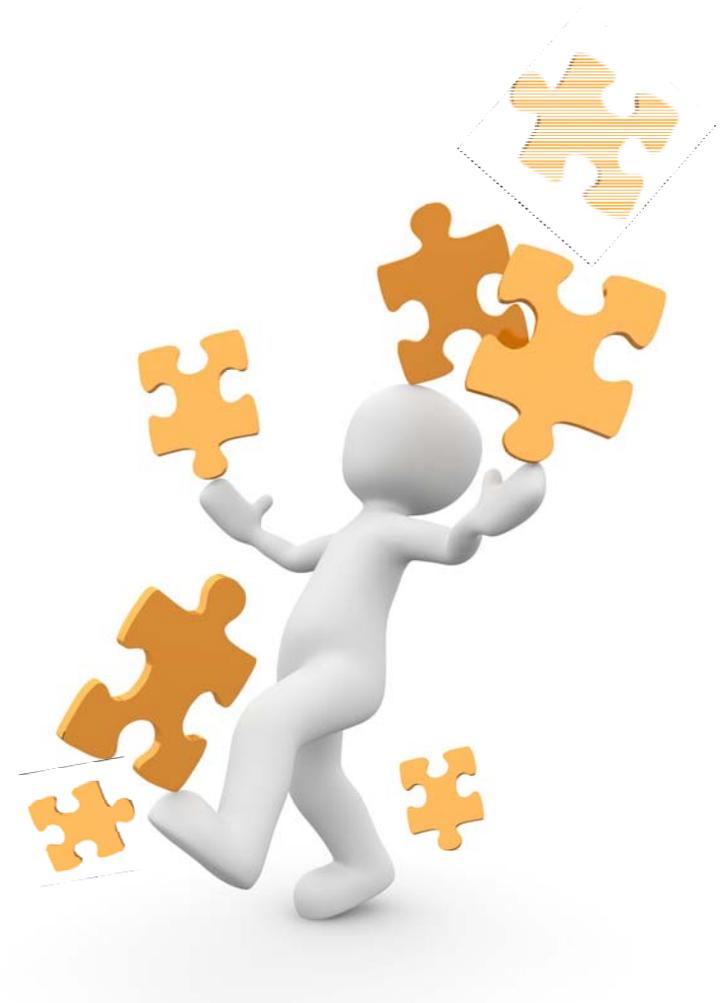


## Scope Discussion...

- Is it valid to address only impairment due to substance-use as a first step? (60% Agreement)
- Need a clear definition of impairment to limit it to this focus
- Need a commitment to address the broader concept of impairment (e.g., fatigue, medical conditions, physical fitness, psychological health) through additional steps or other avenues
- It was agreed that there might be unique aspects to managing substance-use in the workplace
- It was also agreed that the key principle is whether or not a job can be performed safely, rather than the source of impairment
- Additional consideration should be given to safety sensitive positions (clear definition is needed)

## The Framework Elements

- Introduction
- Scope
- Reference publications
- Definitions
- Development of workplace policy
- Needs assessment
- Confidentiality/privacy
- Expectations, roles, and responsibilities
- Communication and training
- Prevention, treatment, and intervention
- Accommodation
- Worker supports/access to assistance
- Observation and investigation
- Non-compliance/violations/return to work
- Testing

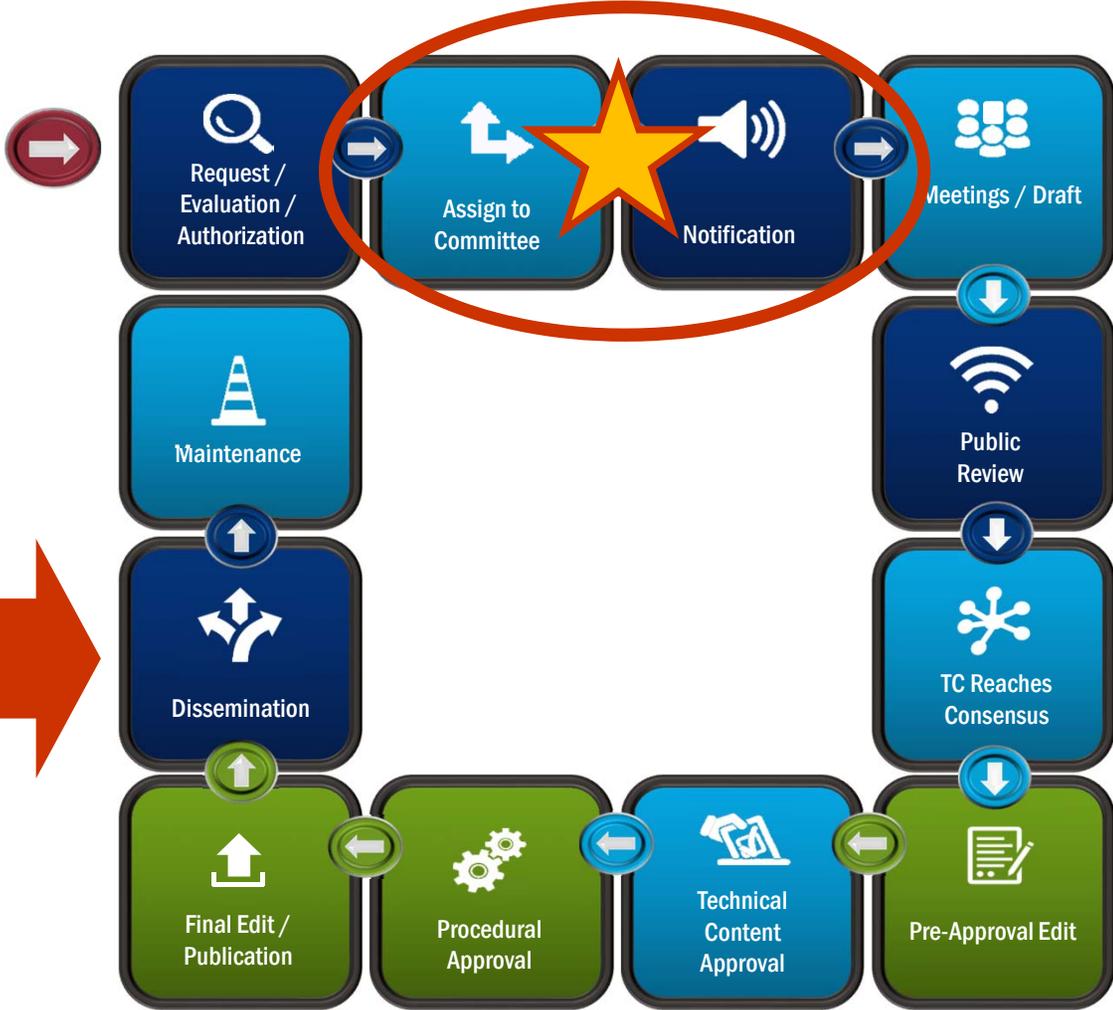




MOVING FORWARD 2019-2020

# What are the next steps in the CSA Group standard development process?

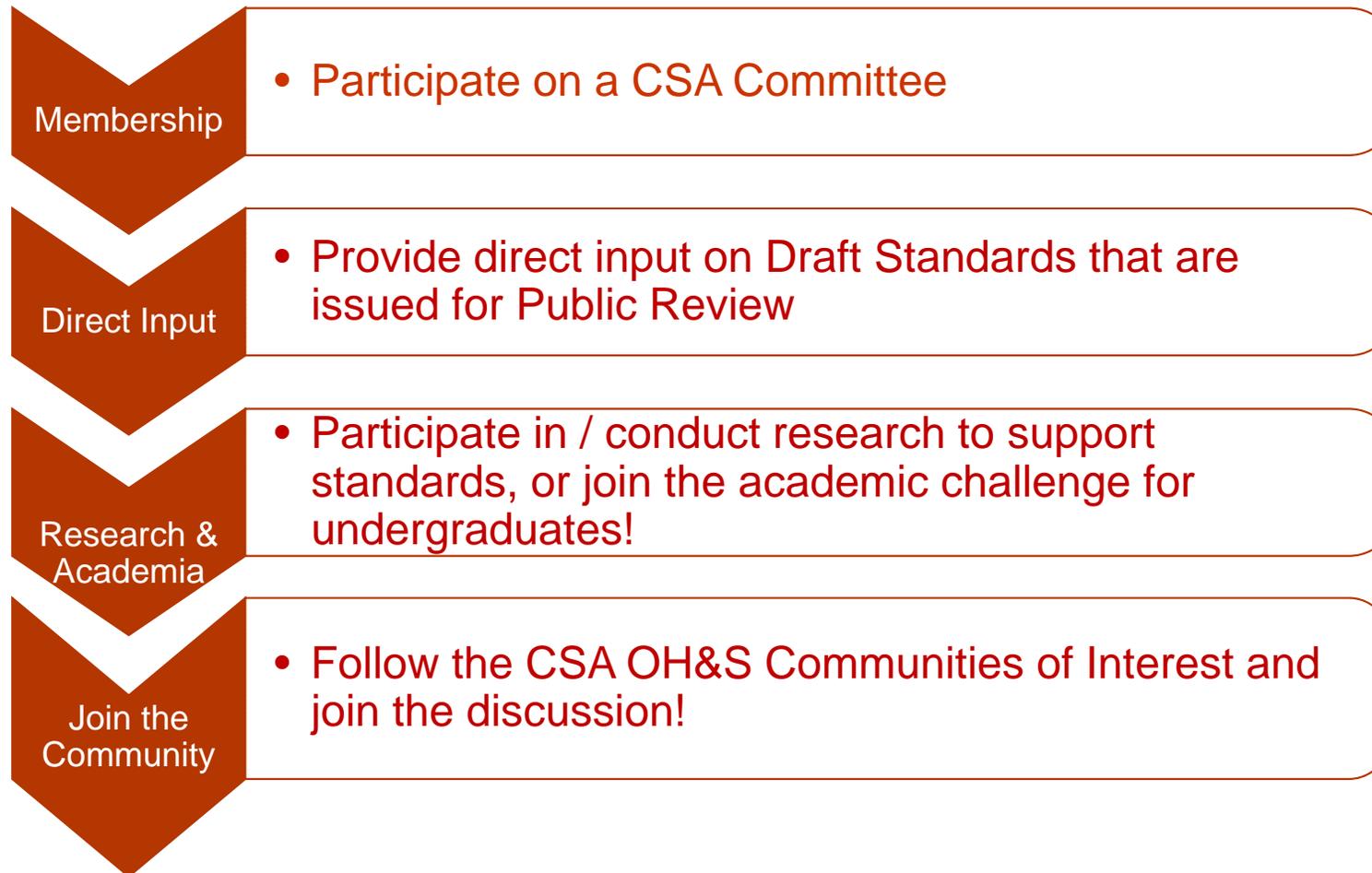
# CSA Standards Development Process – The Cycle



**Watch for the publication announcement!**

**All input on the Draft Standard is welcome!**

## How can you get involved?





Questions?



# Thank you.

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