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.

The presentation will cover sample matrices, drug panels, screening and confirmation issues, medical reporting requirements for Employee Drug Testing. This introduction will outline a five point International Standard and policies and procedures to manage employees who may be under the influence of an intoxicant.

This session will outline a template for conducting an intoxicant risk assessment. The Institute of Occupational Safety and Health (IOSH) members will be awarded 3 P.D.H.'s for completing the course day.

Guidelines on Developing a Comprehensive Approach to Workplace Intoxicants. The European Workplace Drug Testing Organisation seeks to harmonise drug testing processes across Europe. This Organisation (EWDTS) produces the current 2015 guidelines. The European Workplace Drug Testing Organisation makes its harmonisation efforts available to all workplaces who may be interested.

Reasonable Suspicion

This section will outline the concept of Reasonable Suspicion as it applies to the workplace. This section will outline the four elements as defined by the United States Supreme Court in New Jersey v. Tilton (1980).

Safety Critical Risk Assessments for Drivers of Company Vehicles and Safety Critical Employees, and the Practice of Industrial Relations at SIPTU College and the Institute of Occupational Health, University College Dublin. Pat Ward MBA is Head of Corporate Health and Safety at Dublin Port Company. Pat Ward is a member of the Executive Development Awards.

Case Study

Duncan Carmichael, Sales Manager, Agriyork400 Ltd. began his career as an organic chemist working with pesticides and agrochemicals. He then moved onto managing the delivery of Pest Control Services and Health and Safety Training. Duncan has extensive experience in managing safety and health activities for small and large companies in the agri-food and forestry sectors. He is a member of the Executive Development Awards.

Duncan is a Trade Union Official representing farmworkers and is a member of the Executive Development Awards.

The Irish Federation of Self Employed (IFSE) is a trade union representing self-employed workers across road, rail air and sea transport services. Pat Ward MBA is Head of Corporate Health and Safety at Dublin Port Company. Pat Ward is a member of the Executive Development Awards.

Drugs and Alcohol

Managing Reasonable Suspicion

At the end of this seminar those attending will have knowledge of:

•Developing intoxiant policies
•Guidelines on developing a comprehensive approach to workplace intoxicants
•Case study of developing a workplace intoxiant policy
•Identifying and conducting intoxicant risk assessments
•Managing intoxiant suspicion

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Dublin 18th September 2019

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