



## 28th Annual EAP Conference & Training Institute

# *"Drugs & Alcohol at Work – Complying with the Safety, Health & Welfare at Work Act 2005"*

Thursday  
20th September 2007  
Carlton Hotel,  
Dublin Airport

Sponsored by VHI Corporate Solutions



# “Drugs & Alcohol at Work – Complying with the Safety, Health & Welfare at – Work Act 2005”

A decision by the Labour Court to uphold the principle that alcoholism is a disability under the Employment Equality Acts 1998 / 2004 will have major implications for the workplace. The decision confirms the principle that those with alcoholism cannot be treated less favourably at work. An employer is obliged under Section 16(a) of the 1998 Equality Act to do all that is reasonable to accommodate the needs of a person who has a disability by providing special treatment or facilities and that refusal or failure to provide special treatment for disabilities shall be deemed unreasonable, unless such provision would give a cost other than a nominal cost to the employer.

From the 1st September 2005 an employee is not entitled to be at their place of work under the influence of an intoxicant (defined as drugs & alcohol) and an employer may remove an employee who reports for work in such a condition. In the event of the removal the employee can claim that they are suffering from a disability and would, therefore, be entitled to reasonable accommodation and treatment.

This conference will feature presentations from practitioners and trade union leaders which will help in developing policies and procedures which will comply with the Safety, Health and Welfare at Work Act 2005 and the Employment Equality Act 1998 / 2004.

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## Speakers & Session Chairs

- **Maurice Quinlan**, Conference Chair, EAP Institute, Waterford, Ireland.
- **John ‘Mickey’ McKay**, President, Employee Assistance Professional Association, Arlington Virginia, USA.
- **Sylvester Cronin**, Health & Safety Advisor, SIPTU, Dublin, Ireland.
- **Tom Finn**, Finn & Doyle Solicitors, 7 Lower George’s St. Wexford, Ireland.
- **Laura Galbraith**, Clinical Director ICAS, Glasgow, Scotland.
- **Mandy Rutter**, Head of ICAS Crisis Call Department, UK.
- **R. Paul Maiden**, Vice Dean & Professor, University of Southern California, School of Social Work, USA.
- **Corry DeJongh**, Drs. Clinical Psychology, Clanwilliam Institute, Dublin, Ireland.
- **John Mark O’Sullivan**, Employment Law Consultant, Co. Meath, Ireland.
- **Don Jorgensen**, President, Jorgensen Brooks Group, Tucson, Arizona, USA.
- **Patricia Langton**, Education Officer, Addiction Services, HSE, Dublin, Ireland.
- **Lorna McDowell**, Managing Director, Xenergie Consulting, Tuam Road, Galway, Ireland.
- **Joe Kealy**, Employee Assistance Officer, Electricity Supply Board, Dublin, Ireland.
- **Miriam O’Keefe**, Operations Manager, American Chamber of Commerce, Dublin.
- **Cara Driscoll**, EAP Consultant, VHI Corporate Solutions, Dublin, Ireland.

Conference dinner: Priority attendance at the dinner will be afforded to those who register for the full conference. Conference dinner - fee included in registration.

## Programme – Thursday, 20th September 2007.

8.15 a.m.	<b>REGISTRATION</b> TEA / COFFEE	
8.45 a.m.	Welcome Address - <i>Maurice Quinlan, Conference Chairperson Director, EAP Institute</i>	
9.15 a.m.	<p><i>It's Hard to Win the War on Drugs with Blank Ammunition</i></p> <p>This presentation will focus on the history of alcohol and drug problems in the workplace, the current scale of the problem and some possible solutions. The cost to business will be demonstrated and some recommendations and prevention measures will be outlined to ensure the continuance of the EAP profession.</p> <p><i>John 'Mickey' McKay, President Employee Assistance Professionals Association, Arlington, Virginia, US.</i></p>	
10.00 a.m.	<p style="text-align: center;"><b>NETWORKING BREAK</b></p> <p>TEA / COFFEE Track A – Collinstown 1</p> <p><b>Session Chair: Miriam O'Keeffe</b></p>	<p style="text-align: center;"><b>NETWORKING BREAK</b></p> <p>TEA / COFFEE Track B – Collinstown 2</p> <p><b>Session Chair: Joe Kealy</b></p>
10.30 a.m.	<p><i>Drug Testing Regulations</i></p> <p>This presentation will outline the latest developments in the legislative position regarding drug and alcohol testing in the workplace including the rights of workers and critical safety workers.</p> <p><i>Sylvester Cronin,</i> <i>Health &amp; Safety Advisor, SIPTU.</i></p>	<p><i>Compassion, Common Sense &amp; Continuity – A Partnership Model in Crisis Response</i></p> <p>This presentation introduces a new early intervention model for critical incident and trauma responding which was developed collaboratively by ICAS and the Cullen Trauma Centre, University of Edinburgh. In this session the presenters will give an overview of the literature to explain the background of the model and provide a framework to organizational as well as individual interventions. Real case examples will be used to illustrate the presentation.</p> <p><i>Laura Galbraith / Mandy Rutter,</i> <i>ICAS, Glasgow, Scotland.</i></p>
11.30 a.m.	<p><i>Drugs &amp; Alcohol at Work – A Legal Risk Management Approach</i></p> <p>No sensible business person consciously ignores the adverse effects an alcohol or drugs issue can have on their employees and business. Yet knowing where or how to begin in this difficult area can be problematical – and ineffective – without a structured approach.</p> <p>This paper explores the benefits of a proactive approach, looks at some practical examples (both good and bad experiences) and suggests some key actions employers can take to put in place a programme to protect themselves and their business from the legal risks associated with what is often an internal and hidden threat.</p> <p><i>Tom Finn, Solicitor, Finn &amp; Doyle, Wexford.</i></p>	<p><i>How do Stakeholders in a Company Value an EAP?</i></p> <p>Many organisations have adopted Employee Assistance Programmes (EAPs) as benefits for their employees. These programmes have proved invaluable in providing assistance in dealing with the performance impairing personal and family related problems of employees. At group and organisational level, however, EAP initiatives seem less popular and have yet to prove their business value. In this presentation issues of organisational dynamics involved in EAP deployment will be discussed in more detail. Some suggestions will be made as to how the value of an EAP may be increased for the benefit of both the employer and the employee.</p> <p><i>Corry de Jongh,</i> <i>Senior Consultant EAP, Clanwilliam Institute.</i></p>
12.30 p.m.	<b>CEAP 1 - LUNCH</b>	<b>CEAP 1 - LUNCH</b>

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2.00 p.m.	<p><b><i>Factors Motivating Employers to Develop and Maintain a Drug Free Workplace</i></b>  This paper will present findings from a study conducted in Orange County, Florida, to determine the factors that motivate employers to embrace the concept of a drug free workplace. The study also explores the hiring practices of employers in relation to their status as a drug free workplace.</p> <p><b><i>R. Paul Maiden,</i></b>  <i>Vice Dean and Professor, University of Southern California, School of Social Work, Los Angeles.</i></p>	
3.00 p.m.	<p><b><i>Safeguards for Employers and Employees</i></b>  Experience has shown in other countries that employee drug testing can be a very contentious issue. There are both pitfalls for employers who conduct the test and employees who are tested. The European Workplace Drug Testing Society (EWDTs) have developed a very high standard for laboratories who engage in employee drug testing. For the employer the development of a standard operating procedure (SOP) which if followed will minimise or eliminate any loopholes and ensure that the employee receives a fair and objective drug test.</p> <p><b><i>John Mark O'Sullivan,</i></b>  <i>Employment Law Consultant, Dublin.</i></p>	<p><b><i>Drug Awareness &amp; Training in the Workplace</i></b>  The Addiction Service of the HSE was set up in the 1990s in response to the progressive worsening of the drug problem in the country. The Addiction Service provides a variety of services to drug users and their families and wider society. The education service is involved in all aspects of training and education provision and primarily operates in school, youth, community and workplace settings. This presentation will outline the development of the service.</p> <p><b><i>Patricia Langton,</i></b>  <i>Education Officer, Addiction Services, HSE.</i></p>
4.00 p.m.	<p><b><i>Management Response to Workplace Alcohol and Drug Use</i></b>  This presentation provides a practical discussion regarding the impact of alcohol and drug use in the workplace. Effective identification of employee alcohol and drug use will be addressed in the context of performance issues with guidelines on conducting the progress of employee intervention.</p> <p><b><i>Don Jorgensen,</i></b> <i>President, Jorgensen/Brooks Group, Tucson, Arizona USA.</i></p>	<p><b><i>Coaching as an EAP intervention for Senior Executives</i></b>  Coping with the emotional, mental, physical and social pressure of work and the opportunity cost on personal life can be overwhelming, yet omission of this is another layer of complexity where many executives just won't go and the more senior the executive the higher the stakes of perceived failure and the more the need for a facilitator that can engage and add value at their level with an understanding of business and organisational culture as well as psychology. This presentation will focus on how coaching can benefit in an overall EAP strategy at mid senior and management level.</p> <p><b><i>Lorna McDowell,</i></b>  <i>Managing Director, Xenergie Ltd.</i></p>
5.00 p.m.	<p>SUMMARY / CLOSE OF CONFERENCE</p> <p>Conference Dinner - 6.30 pm</p>	

## To Register

Complete enclosed registration form and return to:

Anita Furlong , Conference Administrator, EAP Institute, 143 Barrack Street, Waterford, Ireland.  
Tel: (051)+353-51-855733. Fax: (051)+353-51-879626. E-Mail: [anita@eapinstitute.com](mailto:anita@eapinstitute.com)

Carlton Hotel, Dublin Airport,  
Old Airport Road, Cloghran, Co. Dublin, Ireland  
Tel: +353 1 866 7500 Fax: +353 1 862 3114  
Email: [dwhelan@carlton.ie](mailto:dwhelan@carlton.ie)  
Book online at [www.carlton.ie](http://www.carlton.ie)

Carlton Hotel Dublin Airport is conveniently located right beside Dublin Airport and the M1 and M50 motorways. In fact the hotel is so close, that the unique rooftop restaurant and many of the bedrooms have views across the runways. There are transfers to and from the airport terminal every 10 minutes. The M1 Dublin to Belfast and M50 ring road motorways are also conveniently nearby. These two motorways give you access to the entire east coast of Ireland while all of the major routes North, South and West into the country all run from the M50.

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#### **SHUTTLE SERVICE**

A courtesy shuttle coach service operates from Dublin Airport to the Hotel (journey time approx. 15 mins). Courtesy telephone available in the Arrivals Area.

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#### **PARKING**

Complimentary parking is available at the hotel.



## HOW TO REGISTER

1. By tel. 051 855733 Intl. +353 51 855733
2. By fax. 051 879626 Intl. +353 51 879626
3. By post. Complete the registration form and send with payment
4. By e-mail: Send details requested on form to [anita@eapinstitute.com](mailto:anita@eapinstitute.com)
5. Book online at [www.eapinstitute.com](http://www.eapinstitute.com)

The full fee is inclusive of conference attendance, proceedings, all teas & coffees.

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### **Cancellation Fee:**

In the event of a cancellation, we regret that 25% of the full fee will be payable. If notice of a cancellation is not received earlier than ten clear working days before the seminar, the full fee will be charged. Substitution is allowed at any time.

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### **Unable to attend:**

A full set of conference papers will be available to purchase after 1st Oct

To order, fill in the registration form and return to the EAP Institute.

Conference Papers only: €95.00

### **Please complete and return to:**

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EAP Institute, 143 Barrack Street, Waterford, Ireland.

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