



Re-examining management
of substance use
impairment in workplaces

Sensitive content warning

- We are going to talk about and listen to some tough stuff
- Take care of yourself, reach out for support if you need it



Opioids: A workplace issue?



- On June 1 2023, **at-risk employers** will be required by legislation to ensure their workplaces have life-saving naloxone kits and workers are trained on how to use them.
- Requires an employer who becomes aware, or ought reasonably to be aware, that there may be **a risk of a worker having an opioid overdose** at their workplace to provide a naloxone kit.



<https://www.ontario.ca/laws/regulation/r22559>

Workplaces should also:

- Manage impairment as a safety concern
- Reduce risks to injuries and repetitive strain through safe practices and ergonomics.
- Support mental health and Addiction needs of workers by building a robust **Total Worker Health** strategy.
- Work to reduce stigma and discrimination
- Improve the culture of support
- Address systemic workplace barriers



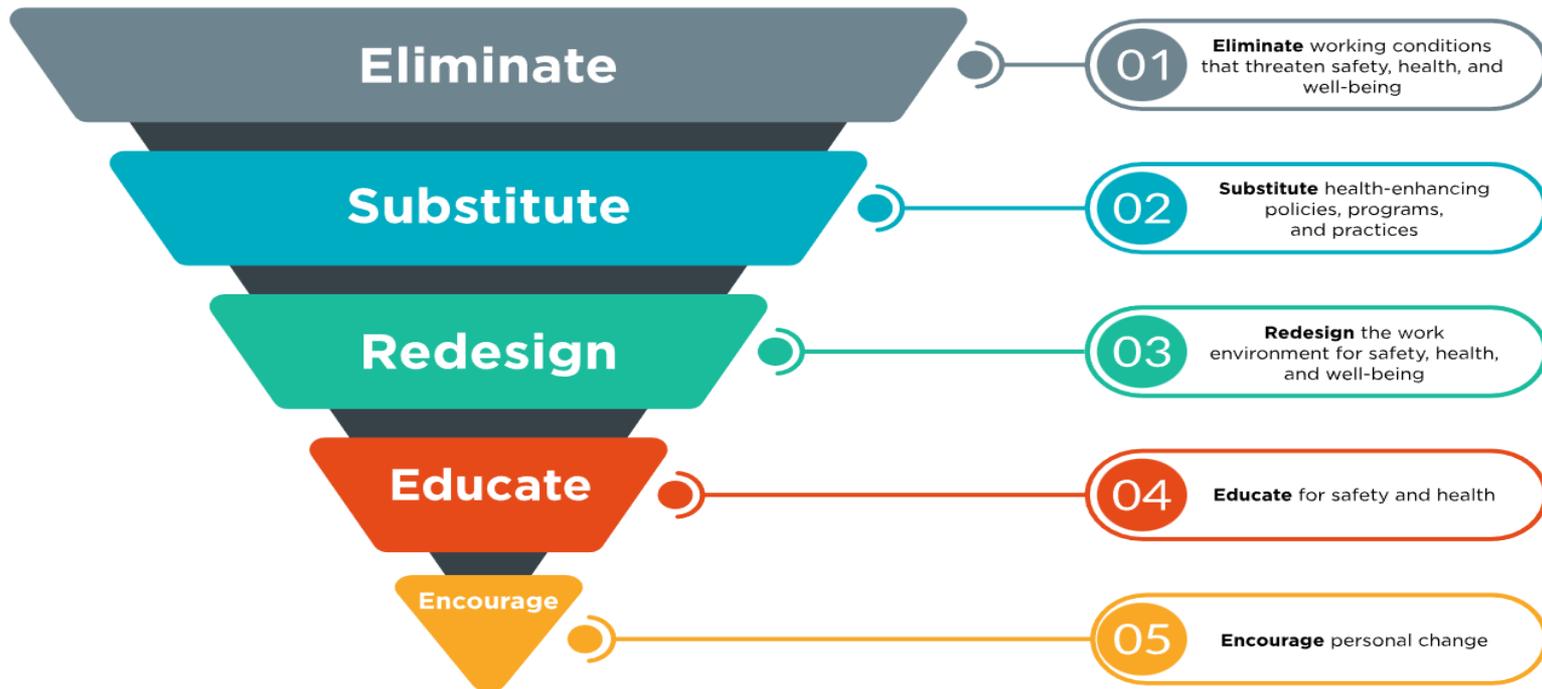
Managing Impairment

- Moving the “dial” from zero tolerance to harm reduction and support
- Starts with a mind shift for many
- Policy reflective of this shift is required
- Training for everyone to help understand Internal Responsibility System roles each must play to keep workplace **safe AND supportive.**
- Navigating Substance Use Disorder and Workplace Impairment
 - using a Disability Management System
- Understand your responsibility to uphold Human Rights and Duty to Accommodate for Substance Use Disorder

- [CSA Z1008:21](#)
Management of impairment in the workplace - Navigating and implementing requirements for management of impairment in the workplace
- [Online Training](#)
- [CSA Z1008.1:21](#)
Implementation Guideline for CSA Z1008, Management of impairment in the workplace, with a focus on impairment due to substance use
- [CSA 1011:20](#) Work Disability Management System

Prevention, Prevention, Prevention

Use a prevention approach and control the workplace hazards associated with OUD and related harms.



Hierarchy of Controls Applied to NIOSH Total Worker Health®

Total Worker Health Focus

Total Worker Health focus should be foundational to your prevention strategy.





Workplace Mental Health

General information and resources about workplace mental health. **Read more**

www.ihsa.ca

Top left side, look for this box



Workplace Mental Health & Related Topics

IHSA Podcasts

- [Episode 38: Understanding Opioids, and the Crisis in Canada](#)
- [Episode 43: Understanding Opioids, and the Crisis in Canada \(Part Two\)](#)
- [Opioids in the trades](#) - Safety Talk with added resources
- [Opioid Crisis in the Trades Toolkit](#) – Check out the Employee Resources section
- Supporting someone in need of mental health or addiction support? Check out the [Supporter Toolkit](#)

Address systemic barriers in the workplace

- Things for us all to consider:
 - Systemic Stigma/Bias
 - Working conditions that place barriers on access to treatment (e.g. harm clinic assess)
 - Restrictive zero tolerance policy for impairment with no “second chance” agreements/accommodations.
 - Others...



What can you do individually?

1. Develop a better understanding
2. Carry Naloxone
3. Learn about the stigma surrounding opioid use
4. Challenge your own stigma
5. Listen to those with lived and living experience
6. Learn about the impacts of chronic pain and options for treatment.
7. Learn how to respond to an opioid poisoning (overdose) emergency.
8. Come to work “Fit for duty” and get help if needed.
9. Offer compassion and support to those in need of help

“The question is not why the addiction, but why the pain.”

Dr. Gabor Mate

Stigma ends with you



Canadian Centre
on Substance Use
and Addiction



1. The Pain of Stigma
2. Insights on Substance Use
3. Stigma Ends with Me

Explore the Stigma Gallery to learn how stigma impacts people who use drugs and their ability to get help.

<https://www.ccsa.ca/overcoming-stigma-online-learning>

<https://healthcanadaexperiences.ca/programs/stigma/activities/stigma-gallery-welcome/>

The impact of stigma for many

- It starts with each of us
 - Gain knowledge of leading practice
 - Be a champion in your workplace
 - Help reduce stigma through setting an example to others
 - [Learn how to offer support to others](#) who may be struggling with a SUD.
 - [Get on the road to recovery](#) if you are struggling with a SUD.



Ease the Burden

- We all have a role
- Naloxone saves lives
- Carry it and learn the signs
- Get up stream as a workplace and prevent mental harm and opioid related harms.
- Remember stigma ends with you
- Together we can [ease the burden](#)

Recap



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