Substance-Related and Addictive Disorders: The IME Perspective. An Advanced Workshop

Friday, October 16, 2015
Morris J. Wosk Centre for Dialogue | 580 West Hastings St
Vancouver, BC
OVERVIEW: Addiction is a primary, chronic disease of the brain reward, motivation, memory and related circuitry. Dysfunction in these circuits leads to characteristic biological, psychological, social and spiritual manifestation. Addiction is prevalent, and without adequate treatment it can result in impairment, disability or premature death. Like other chronic diseases, addiction often involves cycles of relapse and remission. Salient addiction-related issues facing the Medical Evaluator include:

- Navigating the changes from DSM-IV-TR to DSM-5
- The management of chronic pain may involve opioids. What are the pitfalls associated with such? What is the impact of the use of opioids and other addictive substances on safety sensitive positions?
- What is the relationship between malingering and substance use disorders?
- Case law around random workplace drug testing is emerging in Canada. The use of toxicology testing in fitness-for-duty occupational assessments is fraught with challenges and controversy. The use of toxicology in IMEs poses a challenge to the Medical Evaluator, whose role and responsibility in such is often incompletely outlined.

OBJECTIVES: At the end of this conference, the attendee will have increased:

1. Skills in evaluating the impact of addiction on safety-sensitive occupations.
2. Understanding of:
   a. The changes from DSM-IV-TR to DSM-5.
   b. Drug testing in the workplace.
   c. The impact of opioids and other substances on safety sensitive occupations.
   d. The role of malingering as it pertains to addictions.
3. Confidence in navigating potential medico-legal risks associated with the assessment of addictive disorders.

REFERENCES:

Dr. Charl Els, MBChB, FCPsych, MROCC, Cert. ABAM, University of Alberta

Dr. Els is a psychiatrist, addiction specialist, and medical review officer. He is first Editor / co-author of a textbook on tobacco control, funded by Health Canada. Dr. Els is also an Associate Clinical Professor and an Editor for BioEthique Online. He sat on the Guideline Committee for the ACOEM’s Opioid use in safety sensitive positions. Dr. Els regularly conducts assessments on employees in safety-sensitive positions. Finally, he sits on the University of Alberta’s Health Research Ethics Board.

Dr. Paul Farman, M.B., B.Ch.

Dr. Farman worked as a consultant in the fields of Occupational Medicine and Addiction Medicine for more than twenty years. He is particularly interested in the health of healthcare providers.

For six years he was the Executive Director of the Physician Health Program of British Columbia, which involved assessment of, and treatment planning for, physicians who were experiencing problems related to substance use disorders, as well as a variety of complex psychological and medical conditions. He continues to serve as a member the Canadian Medical Association’s Expert Advisory Committee on Physician Health. He has had a longstanding interest in the health of healthcare providers, especially relating to stress, burnout and substance use disorders.

Paul is married to Mary Louise, a physician, and they have five children.

Ms. Rose Carter, QC; Partner and Co-Head of Health, Bennett Jones LLP

Representing medical practitioners and individuals, Rose Carter practises general litigation, administrative law and corporate/commercial litigation and participates in public inquiries and medical malpractice actions. She is co-leader of the firm’s health practice.

To complement her practice, Rose is an Adjunct Professor of the Faculty of Medicine and Dentistry at the University of Alberta. As well, she frequently lectures at local, domestic and international seminars and meetings for physicians and medical students regarding medical negligence and bioethics issues.


Rose is a recipient of a certificate for meritorious service by the College of Physicians and Surgeons of Alberta. Rose is also a Bencher of the Law Society of Alberta.

Dr. Barry Kurtzer, B.Sc., M.D., M.R.O., Medical Director and Chief Medical Review Officer

Dr. Kurtzer has testified as an expert at labour arbitration hearings, court cases, and Human Rights Commission hearings, and he has also provided expert written submissions to child custody courts, to Workers’ Compensation Boards, and to private companies. He is a member of the Occupational and Environmental Medical Association of Canada, the American College of Occupational and Environmental Medicine, and the Canadian Medical Association, and is currently a member of the Executive of the Ontario Medical Association’s Occupational and Environmental Medicine Section.

Dr. Chris Stewart

Dr. Stewart was the lead author of the ACOEM LEO Substance Use Disorder return to work guides. Dr. Stewart graduated from the University of Toronto’s Faculty of Medicine in 1989. He specializes in fitness to work evaluations for safety critical/workforce.

Dr. Barry Kurtzer, B.Sc., M.D., M.R.O., Medical Director and Chief Medical Review Officer

Dr. Barry Kurtzer is Medical Director and Chief Medical Review Officer for DriverCheck Inc. of Ayr, Ontario, a company that provides comprehensive workplace Drug and Alcohol Testing Programs to more than 6000 Canadian corporate clients nationally. He graduated from the University of Toronto’s Faculty of Medicine in 1975, and holds MRO specialist certification through the American Association of Medical Review Officers in compliance with U.S. Department of Transportation testing regulations. Having provided workplace substance testing programs since 1977, he introduced mandatory U.S. Department of Transportation testing programs to Canada’s trucking sector in 1996. He has practiced Occupational Medicine since 1977 making him knowledgeable about fitness for duty issues, collective bargaining agreement and labour law issues, human rights issues, and privacy legislation issues on workplace substance testing programs. He has been Medical Director for large and small corporations alike, and has served as Chair of the Medical Advisory Group at Toronto-Pearson International Airport, and Occupational Medicine Consultant to the Government of Ontario’s workforce.

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MEMBERSHIP

The Canadian Society of Medical Evaluators (CSME) is the leading national organization of professionals involved in independent medicolegal and clinicolegal evaluations using evidence-based medicine, best clinical practices and practice guidelines. In addition to providing outstanding educational programming, CSME provides a forum for the sharing of knowledge, experience and innovation amongst Canadian clinician evaluators.

CSME’s Key Role:

- **Knowledge and Expertise:** Provide a forum for sharing knowledge, experience and ideas amongst Canadian medical evaluators. Assist physicians who wish to develop the skills and expertise necessary to provide professional quality medico-legal services. Advise the medical profession at large, as well as other professions, organizations and government agencies, on all matters regarding medical evaluations;
- **Education:** Provide education regarding third party independent evaluations through seminars, workshops and podcasts;
- **Standards:** Unite into a single organization all Canadian practitioners who are committed to the highest possible professional standards in the performance of third party medical evaluations. Advance the interests of members by developing and publishing appropriate standards, guidelines and positions related to practical, professional, ethical medico-legal work;
- **Advocacy:** Be available as an expert body for consultation by other organizations and government agencies on all matters concerning medical evaluations in Canada;
- **Referrals:** Assist the legal profession and insurance industry in locating physicians with suitable expertise, who are regionally available and interested in offering their services;
- **Networking and Communications:** Provide an opportunity to meet colleagues and share best practices. Communicate newsworthy information to members from across the country from newsletters and the CSME website.

The Society has 3 categories of membership

1. **MEMBER:** a clinician and regulated health professional who is actively engaged in the independent assessment of health and function as these relate to impairment and disability. Members in good standing may vote at all meetings.

2. **ASSOCIATE MEMBER:** an individual with an interest in the independent assessment of health and function as these relate to impairment and disability. Associate Members in good standing may vote at all meetings.

3. **EMERITUS MEMBER:** individuals who are members in good standing who provide proof of retirement acceptable to the Membership Committee. Such members shall be entitled to pay 50% of dues and maintain their member status within CSME, including all rights attached thereto.

Upon admission to the **Canadian Society of Medical Evaluators**, the applicant will receive:

- Full voting rights at all meetings;
- Membership pricing for all CSME seminars, conferences and other activities;
- Access to Members-Only area of the CSME website.
- Letter of acceptance and a membership certificate;
- Publication of the CSME News;
- Ability to use the CSME logo, or otherwise publicly or privately convey their affiliation with CSME;
- Have your name and practice listed on the CSME website for those seeking expertise;
### CONTACT INFORMATION

**Membership Year:** January 1 to December 31, 2015

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### AREA OF SPECIALITY

- [ ] Accident Benefits
- [ ] Anesthetist
- [ ] Auto Insurance
- [ ] Cardiologist
- [ ] Case Manager
- [ ] Chiropractor
- [ ] Chronic Pain
- [ ] Claims Manager
- [ ] Dentist
- [ ] Disability Manager
- [ ] Emergency Medicine
- [ ] General Practitioner
- [ ] Interpretations & Translations
- [ ] Independent Medical Evaluator
- [ ] Kinesiologist
- [ ] Lawyer
- [ ] Life Care Planner
- [ ] Neuropsychologist
- [ ] Neurosurgeon
- [ ] Nurse
- [ ] Occupational Medicine
- [ ] Occupational Therapist
- [ ] Orthopedics
- [ ] Orthopedic Surgeon
- [ ] Physical Medicine and Rehabilitation
- [ ] Physiotherapist
- [ ] Psychiatrist
- [ ] Psychologist
- [ ] Psychologist
- [ ] Registered Massage Therapist
- [ ] Risk Management
- [ ] Social Worker
- [ ] Speech Language Pathologist
- [ ] Sports Medicine
- [ ] Vocational Rehabilitation

### MEMBERSHIP FEES

**Membership Year: July 1st—December 31, 2015**

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<th>13% HST (NB, NL &amp; ON)</th>
<th>14% HST (PE)</th>
<th>15% HST (NS)</th>
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**Total Payment Due:** $249.00

### PAYMENT OPTIONS:

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- [ ] Visa
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REGISTRATION FORM—please use one form per registrant.

4 Ways to Register:

T: 416 487 4040 | 888 672 9999  F: 416 495 8723  Email: info@csme.org

301-250 Consumers Rd  ●  Toronto, ON  M2J 4V6

Please retain a copy of your registration form for your records. Email confirmations and receipts will be issued following payment.

1 Select which registration method applies to you. All fees are per person and include your program materials; breakfast, lunch and refreshment breaks.

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<td>Substance-Related and Addictive Disorders The IME Perspective. An Advanced Workshop</td>
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<td>Member $414.75 (includes 5% GST)</td>
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2 DELEGATE INFORMATION

Name

Company_________________________________________________________ Specialty_________________________________________________________

Address

City__________________________________________________________ Province_________________________________________________________ Postal Code_________________________________________________________

Telephone____________________________________________________ Ext.________________________________________________________ Fax________________________________________________________

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3 PAYMENT METHOD:  ○ Visa  ○ Mastercard  ○ Cheque enclosed payable to CSME (Tax # 894035195)

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Credit Card Billing Address: __________________________________________________________

City: ____________________________ Province: ________ Postal Code:______________ Telephone: ____________________________

CANCELLATION POLICY: Refunds / credit note will be issued for cancellations received in writing by October 9, 2015. Any cancellations received after October 9th will be subjected to a 25% admin fee. Attendee substitution is permitted. Absent attendees will be sent the available seminar material. Attendees registering the day of the event must provide payment by credit card or cheque.

CSME reserves the right to cancel, change speakers or program content or date without prior notice, and assumes no liability for these changes.

FOR MORE INFORMATION CALL 416 487 4040 | 888 672 9999