

# Lifemark Health Group 2018 Employer Conference

Trending Issues in Occupational Health and the Workplace

## Speaker bios



**Dr. John W. Cutbill, MSc, MD, Dip Sport Med, FCBOM, FCFP, MRO  
Medical Review Officer, Occupational Health Physician**

Dr. John W. Cutbill is certified in occupational medicine, sport medicine and family medicine. He has been awarded Fellowships from the Canadian Board of Occupational Medicine and the College of Family Physicians of Canada. He is the Consultant Corporate Physician for Canadian Pacific and Consultant Chief Medical Officer for several railways.

While Chief Medical Officer for Canadian Pacific, he was responsible for the development of the corporate fitness-to-work medical policy and alcohol and drug policy (including substance testing).

He is a member and former Chairperson of the Medical Advisory Group of the Railway Association of Canada, responsible for medical fitness guidelines for employees occupying safety critical positions in the Canadian railway industry, including medical guidelines for substance use disorders. He is a certified Medical Review Officer providing consultant services to several clients.

Dr. Cutbill has provided expert testimony related to medical fitness-to-work and substance testing and has been recognized by the Canadian Human Rights Tribunal as an expert in addictions and fitness-to-work.



**Nadine Wentzell, BSc (Pharm), MAEd  
Workplace Drug & Alcohol Consultant**

Nadine Wentzell has worked in the area of drug and alcohol abuse for over 25 years, both as a Pharmacist and as a Narcotic Inspector with Health Canada. As a Drug & Alcohol Awareness consultant, Nadine shares her expertise and guidance with organizations that want to take a responsible approach to this critical workplace issue.

Nadine is committed to building current, effective and industry-specific workplace drug and alcohol policies and programs. Her focus is on providing up-to-date, relevant information about the impact of substance abuse in the workplace and effective actions to mitigate risk and liability. She is passionate about using a collaborative approach and encourages transparency in organizations introducing or revising drug and alcohol programs.

Nadine regularly delivers presentations to management teams, unions, professional associations and conferences to provide an understanding of current workplace issues regarding drugs and alcohol in the workplace. She has extensive experience addressing prescription drug abuse. Marijuana for medical purposes is also an area of interest and expertise. She utilizes a step-wise approach to effectively address this in the workplace.



**Dr. Donald Haigh, MSc, MDCM, FCBOM, CIME**  
**Occupational Health Physician, Specialty in Industrial Hygiene**

Dr. Haigh has served industry and government for over 30 years with clinical services, health auditing and surveillance, disability management and occupational health policy and program design.

He has practiced as a consulting physician, a family physician and a professor of medicine. Because of his industrial hygiene specialty, he is sometimes called upon to act as a “health detective” for clients. He is a medical advisor for the Nova Scotia WCB, various government departments, fishing fleets, and Noranda Mining and Metallurgy.



**Stan Debeljak**  
**Supervisor, Account Management Services - Workers Compensation Alberta**

Stan Debeljak has been with WCB Alberta for 17 years, and has broad experience working with both injured worker and employer accounts. After coming to the WCB from the rehabilitation field, he has worked as a Case Manager, Review Specialist with the Dispute Resolution and Decision Review Body, and a Claims Supervisor.

In his current role as a Supervisor of the Calgary Account Management team, he works directly with employers and industry groups to help them develop early return-to-work programs and achieve success in disability management, supporting injured workers in their recovery and return to work.



**Kim Capstick**  
**Executive Director of Engagement & Outreach on the Alberta Cannabis Secretariat**

Kim Capstick is the Executive Director of Outreach and Engagement for the Alberta Cannabis Secretariat. She has been with the Secretariat since day one, helping to recruit and establish the team that took on the unprecedented work of creating a system for legalized cannabis in Alberta. Kim had a lead role in developing the policies and elements of this system, and also leads the engagement process, which saw more than 60,000 people share their views about legalized cannabis - one of the largest responses in Alberta government history.

Kim's career with the Alberta government spans two decades, including establishing and leading teams through wildfire and flood recovery, leading the development of a comprehensive communications framework on natural resource development and serving as Director of Communications in several ministries, including Alberta Environment.



**R. Neil Tidsbury**  
**President, Construction Labour Relations - Alberta**

Neil Tidsbury is President of Construction Labour Relations - an Alberta Association (CLR), a position he has held since 1985. He has worked for the Association since 1979. Neil has participated in the development of the reviews and updates of the Canadian Model for Providing a Safe Workplace. He has served on the tribunals and testified at most of the construction-related proceedings respecting alcohol and drug policies in Alberta. He is currently a founding Director of Helmets to Hardhats Canada, and a contributor to several of the Construction Owners' Association of Alberta Construction best practices initiatives.

Neil has a Bachelor of Science in Chemistry (1973) and Master of Business Administration (1982), both from the University of Alberta. Neil is based in the Calgary office of CLR.