

# 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.



**Gerry Paquette**  
**Manager, Classification & Rates - WorkSafeBC**

A customer-focused, solution-oriented, strategic leader with a solid record of accomplishments, Gerry has over 25 years’ experience designing and refining workers’ compensation insurance models.

He oversees WorkSafeBC’s industry classification system, works closely with the Board’s Actuary and CFO to calculate industry insurance rates, and manages the experience rating calculations of over 220,000 registered employers.

He is passionate about workplace health and safety and is frequently called upon to explain WorkSafeBC’s insurance products and present the value proposition of investing in safety.



**Mark Ordeman**  
**Acting ILS Manager of Transportation/Road Safety and Key Account Performance Consultant - WorkSafeBC**

In his role as a Key Account Performance Consultant, Mark is responsible for building strategic alliances with employers and industries, and assisting them with the development and implementation of initiatives that improve performance across the full spectrum of injury prevention, claims and injury management, and assessments.

Previously, Mark spent eight years as the WorkSafeBC manager for the Transportation Industry and Road Safety. There, he focused on bringing improvements to occupational health and safety in the transportation industry, as well as delivering occupational road safety education and resources to



**Dave Earle**  
**President & CEO – BC Trucking Association**

Dave Earle is the President and CEO of the BC Trucking Association, a member-based, province-wide, non-partisan, non-profit motor carrier association representing all elements of the road-based transportation industry in British Columbia.

Among his Board and Committee duties, Dave is the past President of the Employers Forum and the Employer Caucus Chair for WorkSafeBC’s Policy and Practice Consultation Committee.

As the previous employer co-chair of the Program Administration Committee for the BC Construction Industry Substance Abuse, Testing and Treatment Program, and previous Co-Chair of the Board of Trustees for the Construction Industry Rehabilitation Program, Dave has an intimate knowledge of substance use, testing and treatment in an employment setting. He is passionate about workplace health and safety and is frequently called upon to explain WorkSafeBC’s insurance products and present the value proposition of investing in safety.