

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.



Paul Angelopoulos
Manager of Practice Leadership, Worker’s Compensation Board of Nova Scotia

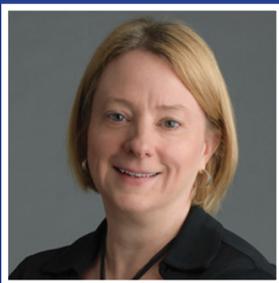
He completed his Bachelor of Science with Honors in Forensic Psychology at Dalhousie University. He then completed his Masters in Applied Science in Industrial Organizational Psychology at Saint Mary’s University, due to his interest in both psychology and business. While there, his primary area of interest was risk management and organizational culture.

Paul has also worked for the Department of National Defense as a Junior Defense Scientist within the Command Effectiveness and Behaviour Department at DRDC Toronto. While there he researched the areas of command effectiveness and effective leadership behaviour, post traumatic stress, coping mechanisms and combat fatigue.

Paul then returned home to join the Workers’ Compensation Board of Nova Scotia as a Prevention Consultant. He worked within that capacity for 4 years, since the beginning of the Prevention Services department. Within this role, he has worked with the leadership teams of organizations from healthcare to manufacturing, and everything in between, coaching these organizations in improving their occupational health and safety and return to work systems, and ultimately, their organizational culture.

He then worked as the Relationship Manager in Healthcare and Social Services, and then migrated to the Government and Self-Insured team at the WCB over a period of 6 years. In these roles, he worked with industry, trade and safety associations, as well as interfaced with every level of government. All in an effort to assist in knowledge sharing and the institution of best practice.

Presently, Paul is the Manager of Practice Leadership, where he manages workplace consultants, ergonomists, and prevention education. He also oversees the administration of the several WCBs programs, which include WCB Safety Certified, the Conditional Surcharge Refund Program and the Practice Incentive Rebate Program.



Rebecca Saturley
Managing Partner - Halifax with Stewart McKelvey

She practices management side labour and employment law and advises clients on a wide range of issues, including labour relations, union avoidance, health and safety and human rights. Rebecca provides advice to a diverse group of clients ranging from large national companies to small non-profit organizations. She appears frequently before administrative tribunals in Nova Scotia, including labour arbitrators and is also involved in civil litigation, appearing regularly before all levels of court in Nova Scotia and has appeared at the Supreme Court of Canada. Rebecca routinely provides strategic labour and employment advice in corporate transactions. She is a frequent speaker on issues within her area of expertise. Rebecca received her B.A. from Memorial University of Newfoundland and her LL.B. from the University of New Brunswick.