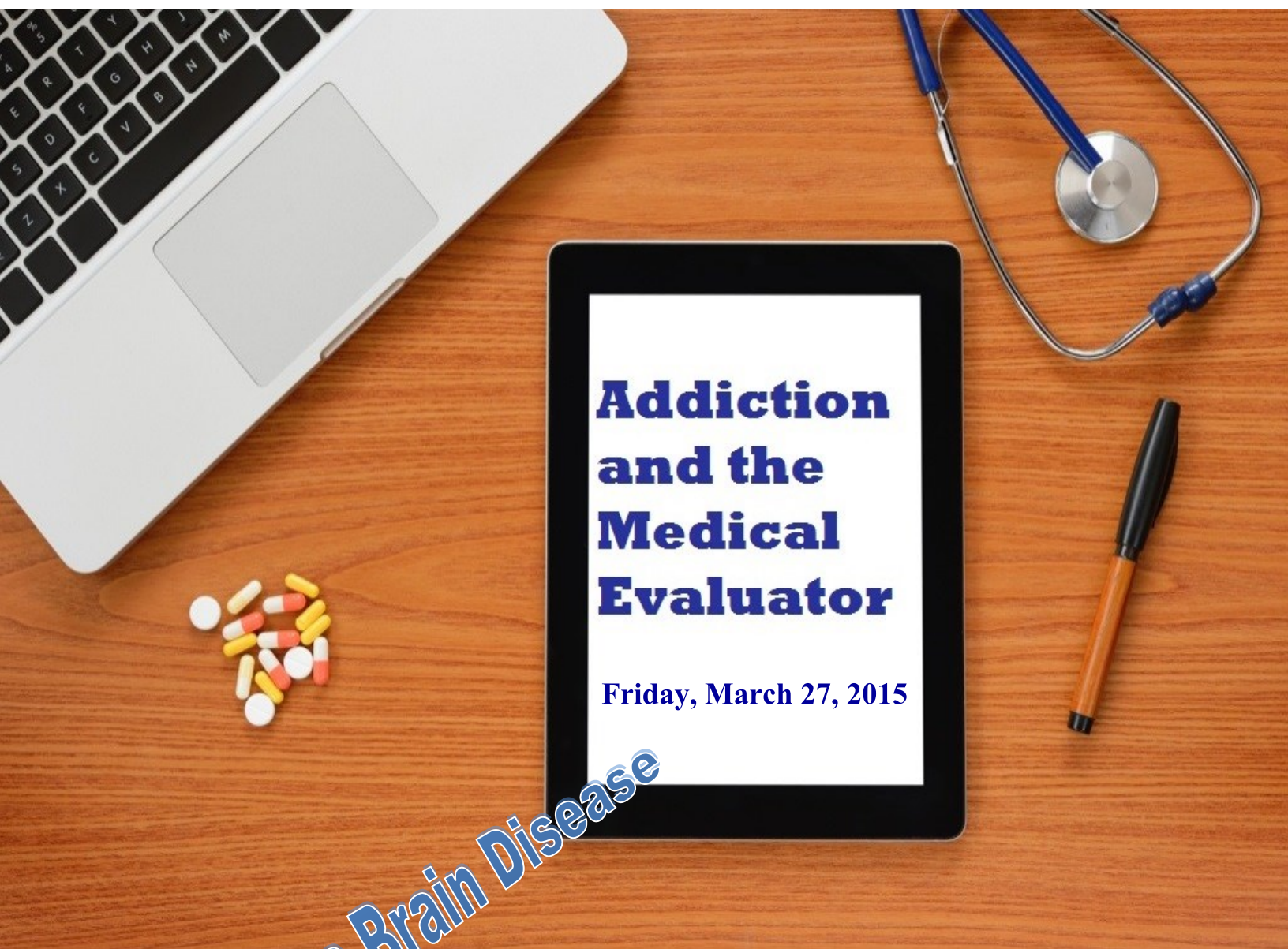




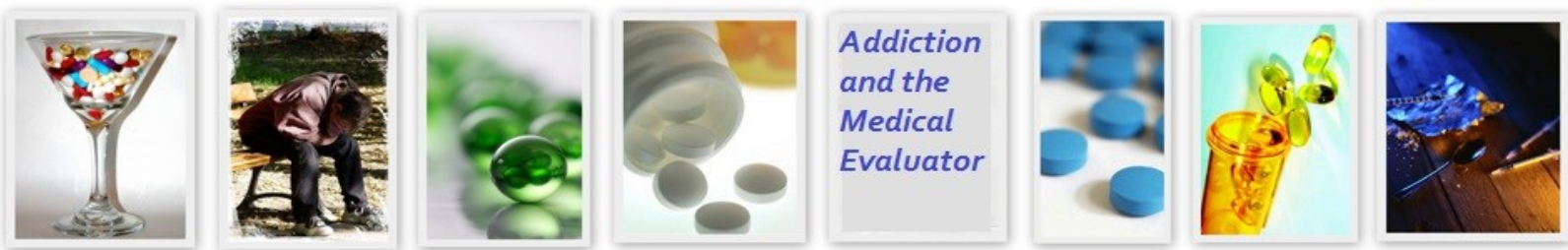
CANADIAN SOCIETY OF MEDICAL EVALUATORS



Addiction is a Brain Disease

Substance-related and Addictive Disorders

Pain and Addiction Often Overlap



Membership

Key Role:

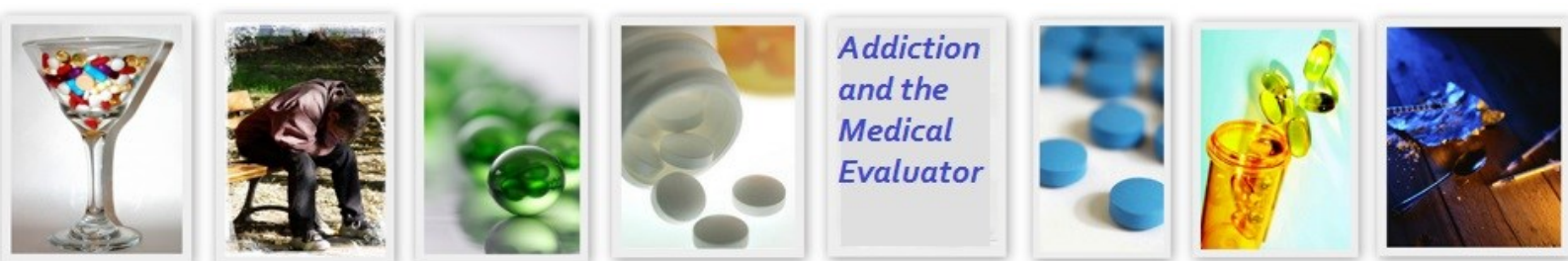
- **Knowledge and Expertise:** Provide a forum for sharing knowledge, experience and ideas amongst Canadian medical evaluators. Assist physicians who wish to develop the skills and expertise necessary to provide professional quality medico-legal services. Advise the medical profession at large, as well 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 **five** 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. **** DIPLOMAT MEMBER:** a clinician who is a member (Member or Associate Member) in good standing, who have been a member of CSME for at least 3 consecutive years, and who have demonstrated competency in independent medical evaluation through recognized special certification and/or successful completion of a recognized Diploma program as established by the CSME Diplomat Nomination sub-Committee of the CSME Membership Committee, and by the Board of Directors. Diplomat Members in good standing may vote at all meetings. **** More information to follow****
4. **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.

If you haven't renewed and would like to visit our website www.csme.org or if you would like to re-activate your membership contact Cristina at 416 487 4040 | toll free: 888 672 9999 or simply send an email to info@csme.org





Program Outline

Addiction is prevalent, and without treatment it can result in disability or premature death. 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. Like other chronic diseases, addiction often involves cycles of relapse and remission. Some of the most salient addiction-related issues facing the Medical Evaluator today, include:

- Substantial changes have occurred in the nomenclature of addictive disorders when the DSM-5 was adopted. This has had a substantial impact on the substantive area of Medical Evaluation, and navigation of these changes poses a challenge to many professionals conducting IMEs.
- No group or individual is considered immune to developing this condition. Addiction is common in health professionals, and after developing addiction they often face challenges to their ongoing ability to practice. The role of the regulator (e.g. College of Physicians and Surgeons) is pivotal in this process, and the Independent Evaluator is often asked to advise on the impact of addiction on the health professional's ability to work. The recommendations for further management (i.e. rehabilitative versus punitive) have a profound impact on the outcomes.
- Pain and addiction often overlap, uncovering an abundance of pitfalls and opportunities in evaluation and treatment. The management of pain with opioids poses a particularly challenging area for the health professional.
- 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.
- Addiction is recognized by the Supreme Court of Canada as a bona fide disability, triggering the duty to accommodate. Case law and jurisprudence on this is most relevant to the Medical Evaluator.
- There is a dearth of guidance on the medico-legal pitfalls associated with Addictions as it pertains to the duties of the Medical Evaluator.

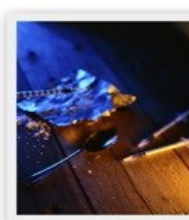
Learning Objectives

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 as it pertains to the Substance-related and Addictive Disorders.
 - b. Addiction disorders' prevalence and profiles in health professionals, as well as the evaluation of the professional suffering from addiction.
 - c. Drug testing in the workplace.
 - d. The duty to accommodate addictions as a disability.
3. Paradigm shift in the understanding of addiction as a bona fide chronic relapsing disease.
4. Appreciation of the medico-legal risks associated with the assessment of addictive disorders.

Accreditation:

This event is an Accredited Group Learning Activity (Section 1) as defined by the Maintenance of Certification program of The Royal College of Physicians and Surgeons of Canada and approved by Continuing Professional Development, Schulich School of Medicine & Dentistry, Western University (6.5 hours). Each participant should only claim only those hours of credits that he/she spent participating in the educational program.



Friday, March 27, 2015
 Novotel Downtown—45 The Esplanade
 Toronto, ON M5E 1W2

Schedule at a Glance

8:00am	Registration and Continental Breakfast
8:30am	Welcome and Introduction
8:40am	Fundamentals of Addiction: From DSM-IV-TR to DSM-5 with <i>Dr. Charl Els, MBChB, FCPsych, MROCC, Cert. ABAM, University of Alberta.</i>
9:00am	Pain, Addiction and Opioids: Opportunities and Pitfalls with <i>Dr. John Hickie, MD, WCB Alberta, University of Calgary</i>
9:30am	Cumulative Psychological Injuries with <i>Dr. Ash Bender, MD, FRCPC; Occupational Psychiatrist, Center for Addiction and Mental Health (CAMH)</i>
10:00am	Morning Break
10:15am	Introduction to Addictions in Health Professionals with <i>Diane Kunyk, PhD, University of Alberta</i>
10:30am	Regulatory Approaches to Addictions in Health Professionals with <i>Dr. Michael Szul Medical Advisor, Associate Registrar, Investigations and Resolutions, College of Physicians and Surgeons of Ontario</i>
11:00am	The Duty to Accommodate Addictions with <i>Ms. Cherie Langlois-Klassen, JD, Labor Relations Officer, United Nurses of Alberta</i>
11:30am	Interactive Panel Discussion with all speakers
12:00pm	Lunch
12:30pm	Addiction in Safety Sensitive Positions with <i>Dr. Chris Stewart-Patterson MD, CCBOM, FACOEM Occupational Physician, Khatsahlano Corporate Medical Services.</i>
1:00pm	Toxicology Testing in the Workplace and in IME context with <i>Dr. Charl Els, MBChB, FCPsych, MROCC, Cert. ABAM, University of Alberta</i>
1:30pm	Medico-legal liability and Addictions with <i>Ms. Rose Carter, QC; Partner and Co-Head of Health, Bennett Jones LLP</i>
2:00pm	Malingering; “Faking good and Faking bad” with <i>Dr. Chris Stewart-Patterson MD, CCBOM, FACOEM Occupational Physician, Khatsahlano Corporate Medical Services</i>
2:30pm	Afternoon Break
2:45pm	Complex Case Studies
3:15pm	Interactive Panel Discussion with All Speakers
3:45pm	Closing remarks and Evaluations with <i>Dr. Charl Els, MBChB, FCPsych, MROCC, Cert. ABAM, University of Alberta</i>
4:00 pm	Adjourn



Meet the Speakers

Dr. Ash Bender, MD, FRCPC; Occupational Psychiatrist, Center for Addiction and Mental Health (CAMH)

Dr. Bender is a staff psychiatrist and Deputy Clinical Director of the Mood and Anxiety Disorders Program at the Centre for Addiction and Mental Health. He is Clinic Head of the Work, Stress and Health Program (WSH) and Psychological Trauma Program (PTP)—both multidisciplinary programs specializing in assessment, treatment and research of occupational disability. Dr. Bender is an Assistant Professor at the University of Toronto and currently conducting clinical research involving the management of acute trauma in the workplace. He has conducted numerous assessments for Worker's Compensation, private insurers, and the Criminal Courts and consulted to several organizations regarding workplace mental health issues. The credibility he has gained from being able to draw on the latest research on serious workplace mental health problems is a definite asset on our team.

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 member of the advisory board of the *Medico-Legal Reporter* (Preventative Law for Effective Health Care Management).

A frequent writer, she has written articles published in medical peer review journals, authored *Interaction Between Lawyers and Physicians in Litigation*, now in its 6th edition, and co-authored *Further Duties of Directors with Respect to Not-For-Profit Organizations for Directors' Duties in Canada, 4th Edition*, published September 2006. Rose also wrote the section entitled, "Information Technology Risk Management" in Chapter 19 of the 2009 book, *Directors' Duties in Canada, 4th Edition*, edited by Barry Reiter, published in Canada by CCH Canadian Limited.

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. 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. John Hickie, MD, WCB Alberta, University of Calgary, CSME Board Secretary

After a career in marine biology and medical research, John switched fields into medicine, graduating in 1991. John's medical career has included family practice, emergency medicine, inner city medicine and now occupational medicine. John has done IME's over the past decade and provides medical advice to the WCB in Alberta.

John has authored or co-authored papers in ecology and behaviour of marine mammals, evolution of brain size, the role of Vitamin D in reproduction, and gut neuropeptide activation of central pathways. John currently has a paper in press on Electrical Injury. John serves on the Board of Governors of the University of Calgary and the Board of the Canadian Society of Medical Evaluators.

In non-academic settings, John is active in cross country skiing, soccer, white water and sea kayaking and cross country cycling (Canada and Spain so far). He is currently writing two screenplays, but is not sure whether the movies will ever be produced.

Ms. Cherie Langlois-Klassen, JD, Labor Relations Officer, United Nurses of Alberta

Cherie is a Labour Relations Officer with the United Nurses of Alberta (UNA), where she advocates for the rights of Alberta's Nurses. Cherie is a member of the Law Society of Alberta, and previously practiced union-side labour law as an associate with the law firm of Blair Chahley Seveny. She works primarily at the administrative tribunal level and acts as counsel before arbitration panels, the Alberta Labour Relations Board, and the College and Association of



Registered Nurses of Alberta (CARNA) disciplinary tribunals.

Cherie's career has taken a circuitous route. Prior to going to law school and becoming involved in Alberta's labour movement, Cherie was very active in the international human rights community. Cherie spent several years as the Executive Director of the Alberta Council for Global Cooperation (ACGC) and during that period served on the International Panel of Experts on Partnership Programming for the then federal Minister of International Cooperation (CIDA). She also holds a Master of Science degree from the University of Alberta (1999, Pharmacology). She is currently enrolled as a member of the second cohort for the Business Leadership Program for In-House Counsel (Canadian Corporate Counsel Association / Rotman School of Management). Cherie is active in her community, presently serving as President of her neighbourhood Community League and recently serving as the Chair of Public Interest Alberta's (PIA) Taskforce on Childcare. She has presented at conferences on labour law and human rights topics for Lancaster House, Insight, CFNU and other organizations.

clklassen@una.ab.ca | 780-425-1025

Diane Kunyk, PhD, RN, University of Alberta

Diane is Assistant Professor with the Faculty of Nursing, Associate Researcher with the Centre for Effective Business Management of Addiction Treatment, and Adjunct Assistant Professor with the John Dossetor Health Ethics Centre at the University of Alberta. Her experiential background regarding addiction includes program and policy development and evaluation. Dr. Kunyk has investigated addiction amongst licensed healthcare professionals through both qualitative and quantitative research methods as it relates to prevalence, risks to patient safety and healthcare professional health, help seeking, and the broader organizational and societal context.

Dr. Chris Stewart-Patterson MD, CCBOM, FACOEM Occupational Physician, Khatsahlano Corporate Medical Services.

Dr. Stewart-Patterson has practiced Occupational medicine since 1989. He specializes in fitness to work evaluations for safety critical/sensitive occupations such as fire, police and correction officers. He was the lead author of the ACOEM LEO Substance Use Disorder return to work guides. Dr. Stewart-Patterson is a CME course director of "Medical Fitness to Return to Work" for Harvard Medical School. He has instructed for the American College of Occupational and Environmental Medicine lecturing on assessment of disability in workers. He is a clinical senior lecturer in

Occupational Medicine at Wellington School of Medicine in New Zealand.

Dr. Michael Szul Medical Advisor, Associate Registrar, Investigations and Resolutions, College of Physicians and Surgeons of Ontario

Dr. Szul has been an Associate Registrar at the College of Physicians and Surgeons of Ontario since September 1998. He serves as Medical Advisor in the Investigations and Resolutions Department. He sits on several committees of the Physician Health Program of the OMA and is currently chair of the Working Group on Physician Health of the Federation of Medical Regulatory Authorities of Canada.

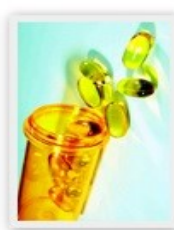
By background he is a family physician. He graduated from the University of Manitoba in 1974 and subsequently obtained his certification and fellowship in family medicine. He has worked in Winnipeg and Toronto. He has been involved in medical education for much of his practice career, currently holding an adjunct appointment as Assistant Professor in the Department of Family and Community Medicine at the University of Toronto.

References:

1. American Psychiatric Association (2013). Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition. Arlington, VA: American Psychiatric Association.
2. American Society of Addiction Medicine (2009). *Principles of Addiction Medicine*, 4th ed. R.K. Ries, D.A. Fiellin, S.C. Miller, R. Saitz Eds. Philadelphia: Wolters Kluwer Lippincott Williams & Wilkins.
3. DuPont, R.L., McLellan, A.T., White, W.L., Merklo, L.J., & Gold, M.S. (2009). Setting the standard for recovery: physicians' Health Programs. *Journal of Substance Abuse Treatment*, 36, 159-171.
4. Kunyk, D. (2013). Substance use disorders among registered nurses: prevalence, risks and perceptions in a disciplinary jurisdiction. *Journal of Nursing Management*.
5. Gourlay D, Heit HA, Caplan YH (2012). Urine Drug Testing in Clinical Practice. URL: <http://www.pharmacomgroup.com/udt/udt5.pdf>



Addiction and the Medical Evaluator



REGISTRATION FORM

Addiction and the Medical Evaluator
Friday, March 27, 2015 in Toronto

CONTACT INFORMATION: One registration form per person.

Name

Company

Address

City

Province

Postal Code

Work No:

Cell No:

eMail:

Area of Specialty

Dietary / Special Needs:

Please submit requests with registration

FEES: Include your program materials, breakfast, lunch & coffee breaks.

- ☐ Member \$423.75 total includes \$48.75 (13% HST)
☐ Non-Member \$621.50 total includes \$71.50 (13% HST)

PAYMENT OPTIONS: ☐ Visa ☐ Mastercard ☐ Cheque payable to CSME

Name on the Credit Card:

Credit Card No:

Expiry Date

CVV:

Cardholder's Signature:

This program has no commercial support

CANCELLATION POLICY: Refunds (less 25% admin fee) will be provided for cancellations received in writing no later than 72 hours in advance of the program date. 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.

How to register

- [1] Online—www.csme.org for immediate confirmation.
- [2] eMail—send your registration and payment information to cramos@csme.org
- [3] Fax—416 495 8723
- [4] 301-250 Consumers Rd
Toronto, ON M2J 4V6

Please retain a copy of your registration form. Receipts will be issued upon request, following the programs.

For more information, contact Cristina at 416 487 4040 or 888 672 9999 or by email cramos@csme.org

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

Canadian Society of Medical Evaluators

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