



OCCUPATIONAL AND ENVIRONMENTAL
MEDICAL ASSOCIATION OF CANADA

OEMAC

ASSOCIATION CANADIENNE DE LA
MÉDECINE DU TRAVAIL ET DE
L'ENVIRONNEMENT

OEMAC

35th ANNUAL SCIENTIFIC CONFERENCE

ST. JOHN'S, NL, JUNE 11 - 13, 2017
Sheraton Hotel Newfoundland

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Event Program
www.oemac.org



Welcome Message

Dear Colleagues,

On behalf of the Planning Committee for the 35th Annual Scientific Conference for OEMAC, we would like to welcome you to St. John's. Even though we are in St. John's, this conference has been put together as a joint Atlantic Provinces effort with planning committee members from Nova Scotia, New Brunswick, and Newfoundland and Labrador.

The conference program was put together to address issues identified by attendees at the last conference, as well as to address current topics in occupational medicine. A very controversial and much talked about issue is the use of marijuana in the workplace. This will be addressed in the pre-conference along with Psychological Health and Safety in the Workplace. A portion of Sunday has been devoted to legal aspects as to why employees sue and the duty to accommodate.

The conference itself covers topical areas of occupational medicine including PTSD, the Fort McMurray fires, shiftwork, offshore survival training, physician health and fitness, as well as the complexities relating to disability and accommodation.

There are two unique site visits, one to the Offshore Safety and Survival Centre where you will see the facility used to train offshore workers relative to offshore safety and helicopter underwater evacuation. At the Marine Institute you can stand on a moving platform which simulates a boat and experience the difficulty of performing tasks on a moving platform.

I would like to take this opportunity to thank members of the Planning Committee for their contributions in developing this program. I would also like to thank Strauss Event & Association Management for their invaluable assistance in the management of this event.

We extend a big thank you to our sponsors and exhibitors for their financial support in making this program possible.

Finally, we hope you learn from the scientific program, network with old and new friends, and enjoy our social program. St. John's has lots to offer so have a look round our colorful city, hopefully catch an iceberg, visit historic George St., maybe see some whales, have a boat tour, etc.

Enjoy.

Dr. Sue Rideout-Vivian, Co-Chair, OEMAC Conference Planning Committee
Dr. Vince Wong, Co-Chair, OEMAC Conference Planning Committee

Conference Planning Committee

Dr. Sue Rideout-Vivian,
Conference Co-Chair

Dr. Vince Wong,
Conference Co-Chair

Dr. Anil Adisesh

Dr. Paul Eagan

Dr. Oscar Howell

Dr. Marie Fagan ODea

Dr. Burton McCann

Dr. Sidney Siu

OEMAC Staff

Coralee Dolyniuk
Executive Director

Amanda Langtry
Event Manager

Melanie Tsouras
Association Coordinator

Ryan Mayo
Graphic Designer

Pamela Forsyth
Accounting Manager

General Event Information

CME Accreditation

This Group Learning program has been certified by the College of Family Physicians of Canada and the Newfoundland and Labrador Chapter for up to 16 Mainpro+ credits. Application has been made through Memorial University Medical School Office of Professional Development for up to 16 MOC Section 1 credits as defined by the Maintenance of Certification program of the Royal College of Physicians and Surgeons of Canada. Each physician should claim only those credits he/she actually spent in the activity.

This event is an Accredited Group Learning Activity (Section 1) as identified by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada, and approved by the Office of Professional Development, Faculty of Medicine, Memorial University of Newfoundland. You may claim a maximum of 18 hours.

Speaker Presentations

Delegates are welcome to access presentations from speakers who granted permission for online distribution. Presentations are available at: www.oemac.org/presentations.

Wi-Fi

Complimentary wireless internet is available in the meeting space. Use the password: **sheratonnl**.

Evaluation

To assist in the planning of the future conferences please take the time to complete the evaluation form which will be sent to you by email after the conference. Evaluation forms must be completed in order to receive your certificate of attendance.

Conference Events

Welcome Reception and Poster Presentations

Sunday, June 11, 3:45 pm – Court Garden

Meet new contacts and reconnect with old friends in the beautiful green space of the Court Garden. Poster presentations will be on display during the Welcome Reception and this will be your only opportunity to discuss the posters with the authors. Cocktails (one free drink ticket and cash bar) and appetizers will be served. The Welcome Reception is included with full main conference registration. Additional tickets may be purchased at the registration desk for \$60.

OEMAC Annual Dinner and Awards Banquet

Monday, June 12, 6:45 pm – Fort William B

Join us for cocktails from 6:45 – 7:15 pm. The lobster dinner will begin at 7:30 pm followed by awards presentations. The evening will conclude with entertainment by local performer, Sheila Williams. The OEMAC Annual Dinner and Awards Banquet is included in full main conference registration. Additional tickets can be purchased at the registration desk for \$100.

Faculty Disclosure Statements

- Dr. Charl Els - *nothing to disclose*
- Dr. Paul Farnan - *nothing to disclose*
- Dr. Sebastian Straube - *nothing to disclose*
- Dr. Kelly VanBuskirk - *nothing to disclose*
- Dr. Ian Arnold - *nothing to disclose*
- Denis Mahoney - *nothing to disclose*
- Dr. Barbara Neis - *nothing to disclose*
- Dr. Stephen Bornstein - *nothing to disclose*
- Dr. Nicola Cherry - *nothing to disclose*
- Dr. Jong Sung Kim - *nothing to disclose*
- Dr. Anil Adisesh - *nothing to disclose*
- Dr. Debbie Pestell - *nothing to disclose*
- Dr. Heather Carnahan - *nothing to disclose*
- Dr. Cyd Courchesne - *nothing to disclose*
- Dr. Jim Thompson - *nothing to disclose*
- Dr. Joan Saary - *nothing to disclose*
- Dr. Lynda Sisson - *nothing to disclose*
- Dr. Pamela Forsythe - *nothing to disclose*
- Dr. Kenneth Cooper - *nothing to disclose*
- Dr. Dion Goodland - *nothing to disclose*
- Dr. Craig Thorne - *nothing to disclose*

Registration Hours

Sunday, June 11

8:00 am – 3:45 pm
3:45 pm – 6:00 pm
(name badge pick up only
no on-site registrations at this time)

Monday, June 12

7:30 am – 2:45 pm

Tuesday, June 13

7:30 am – 12:15 pm

Pre-Conference

Sunday, June 11

8:00 am - 8:50 am REGISTRATION AND BREAKFAST	
8:50 am – 9:00 am PRE-CONFERENCE OPENING REMARKS	
LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Reflect on learning objectives for the pre-conference plus two-day conference. 2. Appraise current awareness and ability in environmental medicine assessment. 3. Appraise current comfort in evaluating fitness for work assessment. 	
9:00 am – 10:30 am Marijuana in the Workplace - Toward a Position Paper for OEMAC, Parts 1 & 2 <i>Dr. Charl Els, Dr. Paul Farnan, Dr. Sebastian Straube</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Outline the occupationally relevant pharmacology of marijuana / cannabinoids. 2. Explain the extrapolation of relevant risk data to safety-sensitive work settings. 3. Apply preliminary findings related to the occupational risk of marijuana in safety-sensitive settings.
10:30 am – 11:00 am Questions & Panel Discussion with Dr. Charl Els, Dr. Paul Farnan, and Dr. Sebastian Straube	
11:00 am – 11:15 am REFRESHMENT BREAK	
11:15 am – 12:00 pm Why Employees Sue <i>Dr. Kelly VanBuskirk</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Outline common motives that drive employee legal claims, as well as employer misunderstandings with respect to those motives; 2. Describe how the legal system may fail to respond to employee claims motives; 3. Describe current physician involvements in employee litigation; 4. Describe future implications for physicians, including potential increased evidentiary requirements based on Keays v Honda Canada.
12:00 pm – 12:45 pm Psychological Health and Safety – Px for Success <i>Dr. Ian Arnold</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Describe the background and main tenants of the Canadian National Standard on Psychological Health and Safety in the workplace. 2. Describe what works and what doesn't from the results of a case study of 40 Canadian companies that were early adopters of the Standard. 3. Use the skills learned to facilitate how occupational health practitioners can facilitate return to work and staying at work for workers with mental health concerns. 4. Know more about the role of Workplace Peer Support in assisting workers in the workplace.
12:45 pm – 1:45 pm LUNCH	
1:45 pm – 3:15 pm Duty to Accommodate <i>Denis Mahoney</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none"> 1. Apply their knowledge and skills to manage disabilities. 2. Access resources to assist in complying with the duty to accommodate disabilities as defined by human rights legislation.
3:15 pm – 3:45 pm Questions & Panel Discussion with Dr. Kelly VanBuskirk, Dr. Ian Arnold and Denis Mahoney	
3:45 pm – 6:00 pm WELCOME RECEPTION & POSTER PRESENTATIONS - Court Carden	

Monday, June 12

OEMAC Conference Sessions

7:30 am – 8:15 am REGISTRATION & BREAKFAST	
8:15 am – 8:30 am WELCOME & INTRODUCTION	
LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Develop/Refine an approach to assessment of fitness to work in multiple scenarios.2. Work with key stakeholders to maximize patient and societal outcomes.3. Use practical and evidence informed approaches to deal with specific conditions that frequently result in disability including chronic pain, addictions, psychiatric impairment and the full biopsychosocial spectrum of barriers to work return.4. Define Environmental Medicine and develop a clinical approach.	
8:30 am – 9:15 am Why the Centre for Research on Work Disability Policy Matters: Reflections from Newfoundland and Labrador <i>Dr. Barbara Neis, Dr. Stephen Bornstein</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Describe the objectives, key research questions and preliminary insights from the work of the Centre for Research on Work Disability Policy.2. Understand the skills needed to identify extending concerns and strategies around inclusion across differently work disabled groups including injured workers.3. Describe what the establishment of a NL cluster of the Centre for Research on Work Disability Policy has meant for our research and priorities at the SafetyNet Centre for Occupational Health and Safety Research at Memorial.
9:15 am – 10:00 am Collecting Research Data in Emergency Situations: the Example of the Fort McMurray Wildfires <i>Dr. Nicola Cherry</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Consider the effects of time pressure on obtaining funding, ethical approval and site access.2. Be aware of the difficulties of working with research participants under great pressure.3. Appreciate the role of serendipity.4. Give thought to the extent to which recruiting after a disaster may introduce bias to study conclusions.5. Understand the impact of the fire on evacuated workers and first responders.
10:00 am – 10:15 am REFRESHMENT BREAK AND NETWORKING WITH EXHIBITORS	
10:15 am – 11:00 am Welding Fumes and Nanoparticle Exposures <i>Dr. Jong Sung Kim</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Describe the benefits, unique properties and applications of nanomaterials.2. Describe the potential occupational and environmental health risks associated with engineered nanomaterials.3. Identify the current state of hazard surveillance for workers potentially exposed nanomaterials.
11:00 am – 11:45 am CBOM Memorial Lecture: Shiftwork and Cardiovascular Health <i>Dr. Anil Adisesh</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Participants will be able to describe the features of metabolic syndrome.2. Participants will be able to discuss the impact of shiftwork on cardiovascular outcomes.3. Participants will be able to compare and contrast the effects of physical activity and sedentary behaviour at work on cardiovascular outcomes.

11:45 am – 12:15 pm **Questions & Panel Discussion** with Dr. Barbara Neis, Dr. Stephen Bornstein, Dr. Nicola Cherry, Dr. Jong Sung Kim, and Dr. Anil Adisesh

12:15 pm – 1:15 pm **CONFERENCE LUNCH AND NETWORKING WITH EXHIBITORS**

1:15 pm – 2:00 pm

Helicopter Escape Training for Offshore Workers

Dr. Debbie Pestell

LEARNING OBJECTIVES:

1. Discuss the factors that lead to the introduction of HUEBA (Helicopter Underwater Escape Breathing Apparatus) in HUET (Helicopter Underwater Escape Training) for offshore workers.
2. Identify the risks associated with breathing compressed gas, and the steps taken to mitigate these risks.
3. List medical conditions that increase the risk for pulmonary barotrauma when breathing compressed gas.

2:00 pm – 2:45 pm

Cold and Exposed: Training for Safety and Survival

Dr. Heather Carnahan

LEARNING OBJECTIVES:

1. Describe the research ongoing at the Offshore Safety and Survival Centre.
2. Identify the variables that influence forgetting of skills and maintaining competency over time.
3. Recognize parallels between simulation training in medicine and offshore safety and survival training with examples being task complexity, environmental conditions, and learning and performing while stressed.

3:45 pm – 6:00 pm **OFF-SITE EDUCATIONAL TOURS**

Meet in hotel lobby at 3:30

CENTRE FOR MARINE SIMULATION, FISHERIES AND MARINE INSTITUTE

LEARNING OBJECTIVES:

1. Describe the special aspects of this facility and how it can be used in research to simulate the conditions that workers experience offshore.
2. Experience what it is like to work on a moving platform and be able to use that knowledge to assess fitness in workers who experience this as part of their daily work life.

OFFSHORE SAFETY & SURVIVAL CENTRE

LEARNING OBJECTIVES:

1. Describe the survival training offshore workers complete prior to going offshore.
2. Describe the techniques used in training offshore workers for helicopter underwater evacuation.
3. Describe the research techniques used in the environmental theatre to simulate real-world conditions in the offshore.
4. Use the knowledge gained to have a better understanding of the physical and psychological requirements for offshore workers.

6:45 pm – 10:00 pm **OEMAC ANNUAL DINNER AND AWARDS BANQUET**

6:45 pm - Cocktails

7:30 pm - Dinner, Awards & Entertainment

Tuesday, June 13

OEMAC Conference Sessions

7:30 am – 8:15 am REGISTRATION & BREAKFAST	
8:15 am – 8:20 am SECOND DAY OPENING REMARKS	
LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Reflect on learning objectives to self-appraise comfort in evaluating fitness for work assessment mid-way through conference.2. Reflect on needs/questions to ask during second conference day.	
8:20 am – 9:05 am Well-Being of Canadian Armed Forces (CAF) Veterans <i>Dr. Cyd Courchesne, Dr. Jim Thompson</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Describe Canadian military Veteran health issues.2. Describe the role of Veterans Affairs Canada in supporting the well-being of the CAF Veteran population3. Clarify the role of an occupational health specialist in the care of Canadian military Veterans.
9:05 am – 10:00 am Mastromatteo Oration – Occupational Genetics: A Chromosomal Conundrum. Suitable or Susceptible? <i>Dr. Joan Saary</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Identify several exposures and conditions which have been associated with genetic / chromosomal changes.2. Evaluate implications for disability case management when genetic susceptibility transforms from population-based epidemiological predictions to individualized assessment.3. Predict the consequences of risk aversion for genetically-based risk assessment.
10:00 am – 10:15 am REFRESHMENT BREAK AND NETWORKING WITH EXHIBITORS	
10:15 am – 11:00 am Physician Competence Assurance <i>Dr. Lynda Sisson</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Demonstrate knowledge of the skills, knowledge and attitudes fundamental to inform practice.2. Debate the importance of developing competency within a continuum.3. Critically debate the current best practice in relation to manage underperformance.4. Demonstrate knowledge of importance of accessibility of information.5. Demonstrate ability to research and prioritize knowledge accurately.
11:00 am – 11:45 am Physician Health Programs and Fitness Assessment <i>Dr. Pamela Forsythe</i>	LEARNING OBJECTIVES: <ol style="list-style-type: none">1. Identify special challenges that may arise in working with physicians referred for fitness to practice assessments.2. Categorize the major contributing factors resulting in physician distress and impaired work performance.3. Improve awareness of the services offered by physician health programs across Canada.
11:45 am – 12:15 pm QUESTIONS & PANEL DISCUSSION with Dr. Cyd Courchesne, Dr. Jim Thompson, Dr. Joan Saary, Dr. Lynda Sisson and Dr. Pamela Forsythe	
12:15 pm – 1:15 pm OEMAC AGM (OEMAC members only) - Fort William B CONFERENCE LUNCH - Fort William A/Court Garden	

<p>1:15 pm – 2:00 pm</p> <p>First Responders and Post Traumatic Stress Disorder</p> <p><i>Dr. Kenneth Cooper, Dr. Dion Goodland</i></p>	<p>LEARNING OBJECTIVES:</p> <ol style="list-style-type: none"> 1. Describe the essential features of PTSD. 2. Describe the differences in diagnostic criteria between DSM-IV and DSM-5. 3. Identify barriers to care. 4. List and describe the features of PTSD unique to first responders. 5. Develop an awareness of medications used to treat PTSD and the specific symptoms of PTSD that medications can target. 6. Develop an awareness of psychotherapeutic approaches in PTSD and the essential role of psychotherapy in the treatment of PTSD.
<p>2:00 pm – 2:45 pm</p> <p>Navigating Through Complexities Relating to Disability and Accommodation Requests: Perspectives from a U.S. Employer</p> <p><i>Dr. Craig Thorne</i></p>	<p>LEARNING OBJECTIVES:</p> <ol style="list-style-type: none"> 1. Outline a general framework for assessing fitness for work and addressing accommodation requests. 2. Identify, through case examples, what is “reasonable” or not from an employer’s perspective. 3. Access and use the guidance from the CSA standard: Psychological Health and Safety in the Workplace.
<p>2:45 pm – 3:00 pm REFRESHMENT BREAK AND NETWORKING WITH EXHIBITORS</p>	
<p>3:00 pm – 3:45 pm</p> <p>Training and Certification in Occupational Medicine</p> <p><i>Dr. Nicola Cherry</i></p>	<p>LEARNING OBJECTIVES:</p> <ol style="list-style-type: none"> 1. Describe the evolution of education and certification in occupational medicine for family physicians, where we have been and where we are now, and future directions 2. Recognize the different types of credentialing currently available and credentialing that is evolving and available to physicians practicing occupational medicine in Canada. 3. Describe the CFPC initiative in developing the CAC process and adapting this process for family doctors wanting certification in Occupational Medicine 4. Outline the purpose and function of the Foundation Course in Occupational Medicine 5. Explain the growth and development of the course across Canada 6. Evaluate the evidence on the impact of the course on knowledge, attitudes and behavior 7. Outline the barriers to facilitators for future development.
<p>3:45 pm – 4:00 pm QUESTIONS & PANEL DISCUSSION with Dr. Kenneth Cooper, Dr. Dion Goodland, Dr. Craig Thorne and Dr. Nicola Cherry</p>	
<p>4:00 pm – 4:10 pm Closing Remarks</p> <p>LEARNING OBJECTIVES:</p> <ol style="list-style-type: none"> 1. Re-visit learning objectives. 2. Reflect on changes to practice you will make post conference. 3. Consider future patient, stakeholder and system-level actions to further occupational health goals for individuals, their families, workplaces and society. 	
<p>4:45 pm – 9:00 pm OPTIONAL SOCIAL ACTIVITY (TICKET REQUIRED) <i>Meet in hotel lobby at 4:30pm</i></p>	

Speaker Bios



Dr. Anil Adisesh

Anil Adisesh studied medicine at the University of Liverpool, UK, he trained in general medicine then qualified in family medicine followed by specialist training in occupational medicine. He moved to Guy's and St Thomas' hospitals (King's College London, UK) as Clinical Lecturer in occupational medicine. He gained an MSc. in Occupational Health

Sciences at the University of Manchester, UK undertaking early research with exhaled Nitric Oxide in occupational asthma. He later transferred to the University of Manchester for doctoral studies (MD) on the health effects of organic dust exposures. He has been a specialist physician since 1997 and from 2004 worked at the UK national Health and Safety Laboratory before moving to Dalhousie University in 2013. Dr Adisesh is Chair of the World Health Organisation (WHO) Global Working Group on Occupational Health for the Revision of the International Classification of Diseases (ICD-11). He Co-chairs the International Labour Organisation Working Group on diagnostic and exposure criteria guidance on occupational diseases.



Dr. Ian Arnold

Dr. Arnold completed his M. D. at Queen's University at Kingston in 1968 and was certified in general surgery in 1973. From 1973 to 1981 he worked as a surgical consultant in Labrador and North-eastern Québec.

Dr. Arnold's work in Occupational Health started in 1975 and has included roles with Quebec Cartier Mining Ltd, the Iron Ore Company of Canada, the Alberta Government, Dow Chemical Canada, Noranda, and Alcan where he was responsible for EHS globally and was also Vice – President of Alcan International.

Since retiring from Alcan in 2002, Dr. Arnold has worked as a consultant in HSE for the International Aluminium Institute, the International Council on Mining and Metals and several national and international companies. Dr. Arnold was a charter member and Chairperson (at the request of the Honourable Michael Kirby), of the Workforce Advisory Committee of the Mental Health Commission of Canada and is a Board member on several volunteer boards. He is a member of the CSA Z1003 Steering Committee and Task Force.

Dr. Arnold has published/presented over 100 scientific papers. He has been recognized for his work in Occupational Health by his peers as the CBOM Memorial Lecturer and the Mastromatteo Orator for OEMAC. In 2012, he received the Canadian Workplace Wellness Pioneer Award and the Queen's Diamond Jubilee Medal for his work in workplace psychological health and safety.



Dr. Stephen Bornstein

Dr. Bornstein completed his M.A. and Ph.D. in Political Science at Harvard University. Dr. Bornstein has been the Director of the Newfoundland and Labrador Centre for Applied Health Research (NLCAHR) since the Centre's establishment in 1999. He is also Director of SafetyNet, Memorial University's centre for research on occupational

health and safety. At NLCAHR, he leads the Contextualized Health Research Synthesis Program, an integrated knowledge translation program that addresses pressing health services, policy and technology questions for the provincial health system. From 1991 to 1995, Dr. Bornstein served as Assistant Deputy Minister of Intergovernmental Affairs in the Government of Ontario and as Ontario Representative to Quebec. He has a joint appointment as a full professor in the Department of Political Science and in the Division of Community Health and Humanities of the Faculty of Medicine at Memorial University.



Dr. Heather Carnahan

Heather Carnahan has a Ph.D. in Kinesiology from the University of Waterloo and Postdoctoral Fellowship in Psychology from Western University. She is currently the Dean of the School of Human Kinetics and Recreation at Memorial University, and also holds a cross appointment at the Offshore Safety and Survival Centre at the Marine

Institute. Prior to this she was the Interim Vice-President of Education at Women's College Hospital and the inaugural Director of the Centre for Ambulatory Care Education in the Faculty of Medicine, University of Toronto. Heather also held the BMO Chair in Health Professions Education Research at the Wilson Centre while at the University of Toronto.

Her research involves applying current motor control and learning theory to studying the acquisition and retention of technical skills in various real life domains such as the safety and survival skills associated with marine transport, zero gravity environments, and health care. The effective design and use of simulation based training is also a focus of her research



Dr. Nicola Cherry

Nicola Cherry graduated in medicine and epidemiology from McGill after obtaining a PhD in occupational psychology at the University of London (UK). She has worked in occupational health on both sides of the Atlantic, first with the UK Medical Research Council, then at the Institute for Occupational Health at the London School of Hygiene,

followed by time in Quebec, at the Provincial Research Institute for Health and Safety at Work and then at the McGill School of Occupational Health and the Department of Epidemiology. From there she returned to the UK to be Director of the Centre of Occupational and Environmental Health at the University of Manchester and Head of the School of Epidemiology and Health Sciences.

She joined the University of Alberta in 2000, and until 2006 served as Chair of the Department of Public Health Sciences. As Director of the Division of Preventive Medicine, with the help of colleagues, particularly Jeremy Beach, and with financial support from the Imperial Oil Foundation, she established the Foundation Course in Occupational Medicine. Her research interests are wide and include the impact of occupational and environmental exposures on the nervous, reproductive and respiratory systems.

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Dr. Kenneth Cooper

Dr. Cooper retired from the Royal Canadian Medical Service (RCMS) in November 2015. Prior to his retirement he was the Head of Psychiatry and Clinical Leader of Mental Health Services at the Canadian Forces Health Services Centre Atlantic in Halifax, Nova Scotia, where he continues as a civilian psychiatrist on a part-time basis. He also

has a private practice in Halifax with a focus on psychological trauma. Additionally, he is an Associate Professor of Psychiatry with the Faculty of Medicine at Dalhousie University. He deployed to the Persian Gulf in 1990-91, and to Kandahar Airfield (KAF), Afghanistan with the Canadian Role 1 Health Services Unit in 2011. He was a member of the 2009 and 2016 RCMS Military Suicide Prevention Working Groups, and from 2011 to 2015 was the RCMS representative of the NATO HFM-RTG working group on military suicide prevention. He is a graduate of the Royal Military College of Canada (1978), Dalhousie University (1984 and 1988) and the University of Toronto (1994). He completed his internship through Dalhousie University in 1989. He completed his residency in psychiatry through Dalhousie University in 2002.

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Dr. Cyd Courchesne

Dr. (Captain (Navy) (ret'd)) Cyd Courchesne retired from the Canadian Armed Forces after 30 years of service before joining the Department of Veterans Affairs as Director General of Health Professionals in October 2014. She was appointed Chief Medical Officer of Veterans Affairs Canada in February 2015. Dr. Courchesne is a General Practitioner who

obtained her Doctor of Medicine from Université de Montréal in 1987. She also holds a Diploma in Aviation Medicine from Kings College University, London, England, and a Master Certificate in Healthcare Management from the Sprott School of Business. She is also a surveyor for Accreditation Canada for 14 years and a Master Facilitator of the Patient Safety Education Program (Canada).

Throughout her career, Dr Courchesne held a number of senior medical positions responsible for leading multidisciplinary Primary Care clinics at Canadian Forces Bases to being responsible for the delivery of Primary Care for the Canadian Forces across the country. She is currently responsible for the management of all Health Professionals of the Department and for overseeing the Mental Health Support and Services for Veterans.



Dr. Charl Els

Dr. Charl Els is a psychiatrist, addiction specialist, and medical review officer. He is first editor and co-author of a Health Canada-funded textbook on tobacco control. Els is an Associate Clinical Professor at the University of Alberta's Department of Psychiatry as well as the John Dossetor Health Ethics Centre. He serves on the ACOEM Guideline

Committee and regularly conducts assessments on employees in a safety sensitive positions. He sits on the University of Alberta's Health Research Ethics Board as well as on the advisory board for Physicians Against Forced Organ Harvesting.

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Dr. Paul Farnan

Dr. Farnan has worked in the field of occupational medicine and addiction medicine for more than twenty five years. As well as being a member of the Occupational and Environmental Medical Association of Canada, he is Board certified in Addiction Medicine and Family Practice. He is a Clinical Associate Professor, Department of Family Practice at

the University of British Columbia.

His consulting with employers and unions has involved developing and delivering programs to assist employees whose work is impacted by addiction and other substance use problems. He has assessed and provided treatment recommendations for thousands of individuals with addictive disorders, especially those involved in safety sensitive work. He has a particular interest in the interface between workplace safety and impairment at work as a result of prescription medication use, as well as illicit drug use.

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Dr. Pamela Forsythe

Dr Pamela Forsythe is a community based general psychiatrist at Horizon Health and the Director of Student Affairs for Dalhousie Medicine New Brunswick. Dr Forsythe is a graduate of the University of New Brunswick, completed her medical training at Dalhousie University and her psychiatry specialty at the University of Toronto and Dalhousie

University. In practice as a psychiatrist since 1985, Dr Forsythe has also been involved in medical administration and in clinical research. She is an Assistant Professor of Psychiatry at Dalhousie University and Memorial University of Newfoundland, teaching medical students and residents. She is a past president of the Canadian Psychiatric Association and the Schizophrenia Society of Canada. She chaired Mental illness Awareness Week 2010 and 2011 for CAMIMH (Canadian Alliance for Mental Illness and Mental Health). She is the Board Chair of the Canadian Psychiatric Association. In Saint John she has served as chair on a variety of hospital, nursing home and mental health boards. Dr Forsythe has received awards from the Royal College of Physicians and Surgeons of Canada, the Canadian Psychiatric Association and the Schizophrenia Society of Canada for her clinical and

volunteer efforts. Dr Forsythe is committed to eliminate the stigma and discrimination surrounding mental health matters. Her current academic position also fits with her interest in physician health and career satisfaction across the professional lifespan.

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Dr. Dion Goodland

Born in Deer Lake, Newfoundland and Labrador, Dr. Goodland completed his BScH at Acadia University in 1992 and then completed his MA and PhD at the University of Windsor in Windsor, Ontario. As part of his academic training, he worked for two years at the Detroit Medical Center and Wayne State University's Department of Medicine and Behavioural

Sciences. During that time, he spent much time completing assessments and treatment at Detroit Receiving Hospital, which was at that time the largest trauma-specific hospital in the United States of America. After completing his training, Dr. Goodland moved back to eastern Canada and has worked in several positions in Halifax and Truro. From 2002 through 2014, he worked at the Operational Trauma and Stress Support Centre (OTSSC) located at CFB Halifax, where the focus was operationally-related psychological injuries, such as PTSD. During that time he served as the Psychology Practice Leader. Since April 2014, Dr. Goodland has been working full time in private practice and he has continued his focus on assessing and treating individuals with a diagnosis of PTSD. His clientele almost exclusively consists of currently serving and retired members of the military and the RCMP.

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Dr. Jong Sung Kim

Dr. Kim is an Assistant Professor at Dalhousie University Faculty of Medicine and Director of Dalhousie Health and Environments Research Centre (HERC) Laboratory. Nanotoxicology and risk assessment have been his primary academic and research interests since the completion of his MSc degree in Environmental Toxicology at the University

of Nebraska Center for Health and Environmental Toxicology. Following this, he commenced his PhD in Human Toxicology, where he was enrolled in the Interdisciplinary Graduate Program at the University of Iowa (US National Institutes of Health Fellowship).

In recognition of his contributions to nanotoxicology research, he has served on the Technical Committee for the International Organization for Standardization (ISO) Working Group on Nanotechnology. He has also received numerous awards including the "MB Research Award for Distinction in Practical In Vitro & Alternative Toxicology Methods" at the Society of Toxicology and "Delta Omega Honorary Society in Public Health's Best Paper Award", which is presented annually by the American Public Health Association in recognition of excellent scholarship and research in the U.S. Dr. Kim launches a program of research that builds capacity in nanotoxicology and exposure science at Dalhousie University. This is the first such program of nanotoxicological research in Nova Scotia and will be a foundation for the collaboration with the environmental health and occupation health community to support local research and policy development in occupational and environmental health.



Denis Mahoney

Denis Mahoney is a labour and employment lawyer at McInnes Cooper, in St. John's. He assists employers in many sectors including transportation, mining, oil and gas, construction and service sectors in a wide range of labour and employment matters.

Denis engages in and advises employers in collective bargaining, provides advice and representation in occupation health and safety, and serves as employer-counsel before administrative proceedings including arbitration, labour relations boards, and human rights.

Denis has been recognized by Best Lawyers in Canada for his practice in Labour and Employment law since 2006 and is noted as a leading practitioner in the Canadian Legal Expert® Directory. Most recently, Denis was recognized as Best Lawyers 2017 Lawyer of the Year in Labour and Employment Law. Denis is a frequent volunteer and sits on various provincial committees and provincial boards.

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Dr. Barbara Neis

Barbara Neis (Ph.D.) is a University Research Professor in the Department of Sociology and Co-Director of the SafetyNet Centre for Occupational Health and Safety Research at Memorial University. Professor Neis is also a Fellow of the Royal Society of Canada and Past President of the Canadian Association for Research on Work

and Health. Professor Neis received her Ph.D. in Sociology from the University of Toronto in 1988. Her research focuses broadly on interactions between work, environment, health and communities in rural and remote contexts. Professor Neis has worked for more than two decades in multi-disciplinary teams carrying out research on occupational health and safety in marine and coastal, agricultural and other contexts. Dr. Neis is the co-lead of the Newfoundland and Labrador Cluster of the Centre for Research on Work Disability Policy – the focus of her presentation today.

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Dr. Debbie Pestell

Dr. Debbie Pestell joined the Canadian Forces in 1990. After graduating from McMaster Medical School in 1993, she boarded in Family Medicine in 1995. She spent four years as a Ship's Medical Officer in Victoria, BC before completing a Master's Degree in Public Health and a Fellowship in Diving and Hyperbaric Medicine with the US Air Force in San Antonio, TX and the US Navy in Panama City Beach, FL from 1999-2001.

Upon returning to Canada, Dr. Pestell spent 5 years at DCIEM in Toronto, ON providing medical support to the Experimental Diving Unit and teaching courses in diving and aviation medicine. She was posted to the Submarine Fleet in Halifax, NS in 2006 as the Consultant in Diving and Submarine Medicine, was the Course Director for the international Submarine Medicine Course for 6 years, and has served on several NATO diving and submarine medicine working groups.

Since retiring from the Canadian Forces as a Lieutenant Commander in 2011, Dr. Pestell has worked as a Diving and Hyperbaric Medicine Consultant at the QEII Health Sciences Centre in Halifax, Nova Scotia. She also provides medical support to the commercial diving community in the Maritimes, consulting services for the Canadian Association of Petroleum Producers, teaches international courses in diving medicine, and is the current President of the Canadian Undersea and Hyperbaric Medical Association (CUHMA). She continues to serve in the Reserves.

She currently lectures in the Institute of Leadership in the Royal College of Surgeons and is a trainer for Specialist Registrars in the RCPI.

She has many years clinical experience in both the public and private sectors including pharma, healthcare, tele-communications amongst many others. In 2016 she was appointed as the National Clinical Lead on Occupational Medicine in Ireland and is currently focusing on the development of standards for Occupational Health Services in the Irish health services and developing a strategy for the health and wellbeing of Irish doctors.



Dr. Joan Saary

Dr. Joan Saary is a physician with a longstanding interest in aerospace and diving medicine who has experience not only in commercial and military aviation medicine but also in space medicine. In addition to a specialty license in Occupational Medicine, Joan has several graduate degrees and also has advanced aerospace and diving medicine

training from various institutions. Joan teaches at the University of Toronto and at the Canadian Forces School of Operational Medicine. She consults regularly to industry, governmental agencies and tribunal boards and has substantial experience in the areas of medical selection standards and safety-critical work. Joan is involved in aircrew selection for the Royal Canadian Air Force; she is a Transport Canada Civil Aviation Medical Examiner; and she is a consultant to the Canadian Space Agency for various activities and is currently the Chair of the Medical Standards and Health Evaluation working group for the International Space Station (ISS) program. She has served on the Medical Selection Board for the last 2 Canadian astronaut recruitment campaigns (2008-9, 2016-17). She has represented Canada internationally both in Occupational and in Aerospace Medicine roles and is proud to have mentored hundreds of interested learners on their own unique career paths.



Dr. Sebastian Straube

Sebastian Straube holds degrees in Medicine and Physiological Sciences from the University of Oxford (England) where he also did his DPhil (PhD). After clinical work and research at the Oxford Radcliffe Hospitals, Dr. Straube joined the Institute of Occupational, Social and Environmental Medicine at the University Medical Center Göttingen, Germany.

Here he completed his Habilitation (German postdoctoral qualification) and his postgraduate medical training in the specialties of Occupational Medicine and Social Medicine. Dr. Straube was an Extraordinary Professor at the University of Göttingen until he took up his current post as Associate Professor in the Division of Preventive Medicine of the University of Alberta's Department of Medicine in 2014. He was appointed as Division Director for Preventive Medicine in 2016. Dr. Straube's primary research interest is in evidence-based medicine (systematic reviews and meta-analyses).



Dr. Lynda Sisson

Dr. Sisson is a graduate of Trinity College Dublin. She initially trained in general practice in Ireland before specialising in Occupational Medicine in the USA in 1996. She is American Board Certified in Occupational and Environmental Medicine and in Public and Preventive Medicine. She has a Masters' in Public Health (Epidemiology) from the University of Minnesota. Following her return to Ireland in 1998, she became a fellow of the Faculty of Occupational Medicine in the the Royal College of Physicians in Ireland (RCPI). She initiated the setting up of national Professional Competence Schemes and Assessment Processes for Poorly Performing Doctors following legislation in her role as Director of Professional Competence in the Irish Medical Council in 2007.

She is currently the Vice Dean Elect in the Faculty of Occupational Medicine in the RCPI. She is a member of the committee in the Faculty of Occupational Medicine that successfully attracted the ICOH conference to Dublin for 2018, and is actively involved in the preparations for this conference.



Dr. Jim Thompson

Dr. Jim Thompson MD CCFP(EM) FCFP is the Research Medical Advisor in the Research Directorate at the Veterans Affairs Canada. Prior to medicine, Jim served as an Infantry reservist in the Canadian Forces and was a research biologist in the federal department of fisheries and oceans. Jim held faculty appointments in the Department of Family Medicine

at The University of Calgary where he was Director of the Alberta Family Practice Research Network, and in the Department of Emergency Medicine at Dalhousie University. He currently holds an appointment as Adjunct Associate Professor in the Department of Public Health Sciences at Queen's University. Jim's research interests are the well-being of the Veteran population and the intersection of science and policy. He has several scientific publications in the field of Veterans' well-being.



Dr. Craig Thorne

Vice President and Medical Director, Employee Health and Wellness, Erickson Living

Craig Thorne is the Vice President and Medical Director, Employee Health and Wellness for Erickson Living <http://www.ericksonliving.com/> where he is responsible for implementing and supporting on-site

occupational health and wellness clinics and directing occupational health and workers' compensation services for Erickson Living's diverse workforce of 14,000 employees in 19 locations across the country. In 2016, Erickson Living was awarded the prestigious ACOEM Corporate Health Achievement Award for their excellence in integrated employee health, safety and well-being programs.

Prior to joining Erickson Living, he directed clinical care, conducted research and lectured at the University of Maryland School of Medicine in Baltimore and was the Medical Director, Employee Health and Safety at the University of Maryland Medical Center from 2001-2007. From 1997-2001, he was the Associate Medical Director of Police and Fire Clinic in Washington, D.C. where he provided and directed clinical care (for work related and non-work related conditions), preventive services, medical surveillance and disability/return-to-work services for Law Enforcement Officers and Fire Fighters/EMTs, including the U.S. Secret Service. During his years at the University of Maryland, he also monitored veterans returning from the Iraq wars that were exposed to depleted uranium through friendly fire incidents.



Dr. Kelly VanBuskirk

Kelly is a partner in the firm of Lawson Creamer in Saint John, New Brunswick. He practices in the fields of litigation, labour and employment law and human rights, and has represented clients in hundreds of hearings before many tribunals and courts.

As a student of law, Kelly has completed both his Ph.D. and Master of Laws degrees in employment in the United Kingdom, his LL.B. at UNB and his B.A. at UPEI. He has also studied litigation techniques at the Trial Lawyers College, has completed employment law mediator training at Cornell University in New York and has obtained a Chartered Arbitrator designation. Kelly acts as an instructor in Administrative Law and Trial Practice at the UNB Law School and as an adjunct professor in the UNB Business Faculty. His current research interests include employee claims motivations, dispute resolution models and accommodation of disabilities.

For years, Kelly was a columnist on CBC's former national business report, the Business Network, and he has been an invited lecturer for many national and regional organizations. Kelly's articles and commentaries have appeared in Workplace Today magazine, the Solicitor's Journal, the Canadian Bar Review, the Canadian Arbitration and Mediation Journal, the International Review of Human Rights Law and other publications. He has been asked for commentary on employment law issues by CBC Radio, CBC Television, CTV and numerous newspapers including The Globe & Mail. His book, titled Why Employees Sue, is due to be published by Thompson Reuters in April 2017.

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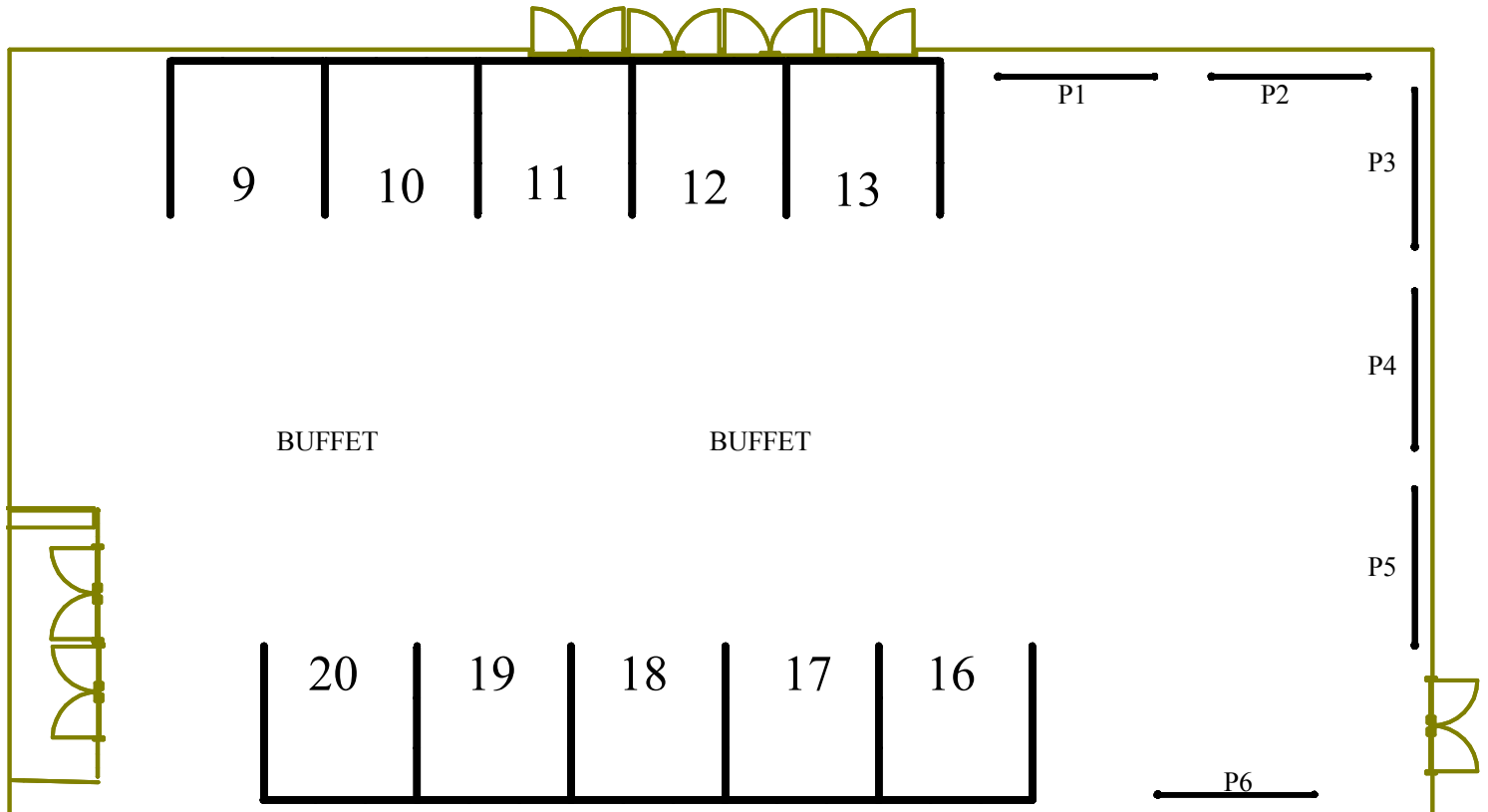
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