

## HR Forum announcement - 11<sup>th</sup> April 2013

### Can you say categorically that your organisation doesn't have a Drug and Alcohol problem?

Does your organisation have a D&A policy in place and do you fully understand the benefits of having one?



The cost of alcohol misuse to the UK economy is £6.4 billion each year and alcoholism affects 4% of adult UK workers. And according to one drug researcher, 1 in 30 employees in the UK has drugs in their system at any one time in the workplace.

So you can see that having a D&A policy in place can very easily and very quickly have many positive effects to any organisation from a wellbeing and legal point of view.

Implementing a Drug and Alcohol policy within the workplace is an easy thing to do, but there are consequences in getting it wrong, for employer and employee. It is easy to get help to get it right. We are here to help. Corporate Health, in partnership with Field Seymour Parkes LLP and Synergy Health, have the pleasure in inviting you or a colleague to our networking and HR community forum event on the 11<sup>th</sup> April in Slough, from 9am to 11am. This will be a great opportunity to firstly network amongst fellow HR peers as well as with a legal professional and industry expert, as well as with an Occupational Health specialist. During this open discussion, our team of experts will advise and discuss key problems areas for HR concerning drugs and alcohol in the workplace.

We are only inviting a hand-picked selection of HR personnel from within the local Thames Valley business community and we would be delighted if you could join us for this informal but invaluable two hour event.

Substance misuse in the workplace can cause accidents, increase long-term sickness and bring about compensation claims. If you want the answers to these questions and related issues, we invite you to come along to our free event on 11th April here at the Corporate Health offices in Slough from 8.45am to 11am.

**Advancing Occupational Healthcare in British Business**

T: 0845 6807875 | F: 01753 517889 | [customer.services@corporatehealth.co.uk](mailto:customer.services@corporatehealth.co.uk)

Corporate Health Ltd, The Buckingham Centre, 30 Bradford Road, Slough SL1 4PG

[www.corporatehealth.co.uk](http://www.corporatehealth.co.uk)

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## Agenda

- 08:45 Arrival and Registration with tea and coffee and bacon rolls
- 09:00 Meeting start
- *Introduction and Case Study presentation discussing the health and medical impacts of Drugs and Alcohol at work*– Dr Charlie Vivian, Corporate Health
  - *Discussion of the legal outcomes of the case study from a legal outcomes point of view, particularly focusing on Disability issues, Drugs and alcohol policies and Mandatory drug/alcohol testing* – Rachel Tozer, FSP LLP
  - *Workplace Drug & Alcohol Testing - a report from the front line*
- Demonstration and discussion on which tests would be best to use and in what circumstances and why – Caroline Garrett, Synergy Health.
- 11:00 Meeting close

## Event Details

Thursday 11<sup>th</sup> April 2013

08:45 – 11:00

At the Corporate Health head office, Slough

## How to book?

Please email Sarah Walker ([sarah.walker@fsp-law.com](mailto:sarah.walker@fsp-law.com)) with your full name, company name, email address and telephone number. Please also advise us of any dietary requirements. Note places are limited, so we will be issuing places on a first come first served basis.

If you would like to submit any questions or issues to discuss in advance of the event, please also include these within your registration email. If you have any questions, regarding this event, please call 0118 951 6325 and ask for Sarah Walker or call 0845 6807875 and ask for Nicole Martin.

Yours sincerely,



Nicole Martin

Marketing Manager

Corporate Health

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## Introducing the experts:

### From Field Seymour Parkes LLP – Rachel Tozer

Rachel Tozer is a highly experienced employment partner who guides employers through the minefield of employment law in a practical and constructive fashion. She provides commercial advice, recognising the tensions which frequently arise between business needs and compliant practice. She advises on all aspects of employment issues, from tribunal claims, business re-organisations and transactions to day-to-day HR advice. Rachel frequently assists employers and senior executives when they no longer see eye-to-eye and a parting of the ways is necessary. She recognises the different situations in which a conciliatory or an assertive approach will best achieve her clients' aims. Rachel is particularly interested in providing bespoke training to clients to help them avoid the numerous pitfalls of employment law. She also presents seminars and runs workshops for clients. Rachel is a member of the Employment Lawyers Association and she also sits on the consultation board of The Practical Law Company employment section.



### From Synergy Health Plc – Caroline Garrett

Caroline Garrett is the senior sales consultant at Synergy Health Plc, specialising in laboratory services. In her role, Caroline gives advice, guidance and support on how to implement a robust and legally defensible workplace drug & alcohol policy.

SHLS wide ranging General Pathology analytical portfolio includes virology, haematology, immunology, biochemistry, microbiology, environmental monitoring and substance identification. Synergy Health provide General Pathology services to occupational health providers, occupational health departments within organizations, hospitals, GPs and more, offering a customized service to meet clients' needs. Synergy Health associates are experts in the field of drug and alcohol testing, providing services throughout a wide range of industries, including manufacturing, petrochemical, energy, transport, logistics and many more.



### From Corporate Health – Dr Charlie Vivian MSc DMA MFOM

Dr Charlie Vivian is a consultant in Occupational Medicine. He works at a variety of levels, from routine Occupational Health clinics, to complex case management through to providing strategic direction for OH services. Previously, he was Director of Clinical Governance for an OH company, and subsequently Director of Quality for NHS Plus, a national network of NHS OH providers. As the Medical Director for Corporate Health, Charlie is responsible for developing and implementing our quality systems. His focus is on optimising health in the workplace - for the benefit of both individuals and organisations.



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