



NADINE WENTZELL

BSc(Pharm), PhC, MAEd

WORKPLACE DRUG, ALCOHOL,
CANNABIS & SUBSTANCE USE
CONSULTANT

CLIENTS HAVE INCLUDED

Canadian Coast Guard
Exxon Mobile (US)
Jazz Aviation / Air Canada
Algoma Central Corporation
Emera / Nova Scotia Power
Manitoba Hydro
Marine Atlantic

CONTACT

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ABOUT NADINE

I am a licensed pharmacist and subject matter expert in addressing workplace substance use. Keeping companies safe and legally compliant with the US Department of Transportation and Canadian standards is my job. I help employers throughout Canada and the US manage the impacts of drugs, alcohol, cannabis, and substance use.

As a workplace consultant and safety champion, I mitigate risk and maximize ROI. With decades of experience, I am passionate about healthy employees and safe workplaces. I leverage my extensive professional knowledge, a broad network of colleagues, and years of “on the ground” experience to provide realistic and practical results.

I provide information and solutions through conference keynotes, presentations, panels, and workshops; advise and collaborate on program development and implementation with corporate senior leaders and employee representatives; and, liaise with union members, where appropriate and applicable.

CORE COMPETENCIES

- Adherence to best practices based on facts, science and current trends
- Compliance and literacy with US DOT 49 CFR Part 40 Drug and Alcohol Procedures and the COAA Canadian Model
- Design of drug and alcohol programs that are effective and keep people safe
- Collaboration with key health professionals, including Subject Matter Experts (SMEs) in addictions, Medical Review Officers (MROs) and Occupational Health specialists
- Consultation on testing options customized to client culture and need
- Focus on employer due diligence and safety, respecting employee human rights and privacy
- Guidance on contractors’ adherence to work standards and testing expectations
- Education for all employees
- Training for supervisors prioritizing risk mitigation
- Audit for program effectiveness and ROI
- Investigations for compliance and adherence to regulatory requirements
- Review of current Drug & Alcohol/Fitness for Duty policies for consistency with case law and best practices
- Resolution of complicated workplace Substance Use Disorder (SUD) cases
- Resource for grievances and tribunals

CERTIFICATIONS/MEMBERSHIPS/PROFESSIONAL AFFILIATIONS

MEMBERSHIP

- American Association of Safety Professionals (ASSP)
- Canadian Consortium for the Investigation of Cannabinoids (CCIC)
- European Workplace Drug Testing Society (EWDTTS)
- International Federation for Drug and Alcohol Testing (IFDAT)
- National Drug and Alcohol Screening Association - US (NDASA)
- Substance Abuse Program Administrators Association - US (SAPAA)

PROFESSIONAL

- Canadian Pharmacists Association
- Nova Scotia College of Pharmacists
- Pharmacy Association of Nova Scotia