



NADINE WENTZELL

BSc(Pharm), PhC, MAdEd



WORKPLACE DRUG, ALCOHOL,
& CANNABIS CONSULTANT

CLIENTS

Canadian Coast Guard
ExxonMobil (US)
Jazz Aviation / Air Canada
Algoma Central Corporation
Emera / Nova Scotia Power
Manitoba Hydro
Marine Atlantic
Mersey Seafoods
Nuclear Energy Institute (US)

CONTACT

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EXPERTISE

Nadine is an internationally recognized subject matter expert at the intersection of pharmacy practice and workplace safety, who specializes in managing drug and alcohol-related challenges within business settings. As a pharmacist, Nadine combines decades of hands-on experience with her in-depth understanding of pharmacology and adult education to effectively navigate complex issues in managing the impacts of substance use in workplaces. She keeps companies safe and legally compliant with Canadian requirements, the US Department of Transportation (US DOT) regulations, and international standards.

As a workplace consultant and safety champion, Nadine mitigates safety risks and maximizes return on investment, providing realistic and practical results. She is passionate about healthy employees and safe workplaces. Nadine leverages her extensive professional knowledge, broad network of colleagues, and years of “on the ground” experience to provide practical solutions and measurable outcomes.

The foundation of Nadine’s work focuses on customized drug and alcohol policies that guide operational actions and decisions. One of the areas where she provides extensive expertise is in implementing drug and alcohol testing that addresses workplace realities and balances employer due diligence with an employee’s right to privacy. Nadine’s skills in case management are second to none in expediting employee access to assessment, treatment and return-to-work that are accountable and cost-effective. With her extensive adult education expertise, Nadine provides evidence-based supervisor training and employee education that “sticks” and results in culture change.

CORE COMPETENCIES

- Adherence to best practices based on facts, science, and current trends
- Compliance and literacy with the COAA Canadian Model, US DOT 49 CFR Part 40 Drug and Alcohol Procedures, and US NCR 10 CFR Part 26
- Design of drug and alcohol programs that are effective and keep people safe
- Collaboration with key health professionals including SAEs, SAPs, MROs & Occ Health
- Guidance on testing options customized to client culture and need
- Focus on employer due diligence and safety, employee human rights and privacy
- Liaison with union representatives on program requirements
- Guidance on contractors’ adherence to work standards and testing expectations
- Prevention education for all employees
- Risk mitigation training for supervisors
- Audit for program effectiveness and ROI
- Assessment for program compliance and adherence to regulatory requirements
- Review of current Drug & Alcohol/Fitness for Duty policies for consistency with current case law and best practices
- Resolution of complicated workplace Substance Use Disorder (SUD) cases
- Subject Matter Expert (SME) resource for legal challenges, grievances and tribunals

CERTIFICATIONS/MEMBERSHIPS/PROFESSIONAL AFFILIATIONS

- American Association of Safety Professionals (ASSP)
- Canadian Pharmacists Association (CPhA)
- European Workplace Drug Testing Society (EWDTs)
- International Federation for Drug and Alcohol Testing (IFDAT)
- National Drug and Alcohol Screening Association – US (NDASA)
- Nova Scotia College of Pharmacists (NSCP)
- Pharmacy Association of Nova Scotia (PANS)
- Substance Abuse Program Administrators Association – US (SAPAA)