



NADINE WENTZELL

BSc(Pharm), PhC, MAdEd



WORKPLACE DRUG, ALCOHOL,
CANNABIS & SUBSTANCE USE
CONSULTANT

*Workplaces don't change by
accident. They change by
intention.*

CLIENTS INCLUDE

Canadian Coast Guard
Exxon Mobile (US)
Jazz Aviation / Air Canada
Algoma Central Corporation
Manitoba Hydro
Marine Atlantic
Newdock
Nuclear Energy Institute (US)
RothLochston

CONTACT

Mobile: 902.209.3701
LinkedIn: /in/nadine-wentzell
Web: nadinewentzell.com
Email:
nadine@nadinewentzell.com

EXPERTISE

As a licensed pharmacist and recognized subject matter expert, Nadine Wentzell has dedicated 30 years to supporting employers in managing substance use in the workplace. Her professional education provides a unique perspective that integrates the medical understanding of Substance Use Disorder with the science of drug and alcohol testing, including the many nuanced challenges that accompany both areas.

As a licensed pharmacist, Nadine has the natural ability to distill complex information into accessible, actionable insights. This skill significantly enhances her effectiveness in educating clients with accurate, evidence-based information to support informed decision-making, aligned with each client's unique needs and priorities. She helps employers maintain workplace safety and legal compliance by aligning with Canadian best practices and adhering to the rigorous procedural standards of the U.S. Department of Transportation (US DOT) and the Nuclear Regulatory Commission (NRC) - US.

In her role as a workplace consultant and safety advocate, Nadine works to mitigate risk and maximize return on investment for her clients. Extensive expertise, a wide professional network, and substantial hands-on experience in the field, back her commitment to creating safe, healthy work environments.

Nadine applies a two-fold approach to solving workplace challenges: broadly, by delivering education and raising awareness through keynote presentations, conference engagements, and training workshops that drive cultural change; and directly, by collaborating with individual clients to develop customized drug and alcohol programs. These programs include testing strategies, case management for return-to-work outcomes, and policy audits designed for unionized and non-unionized settings.

She emphasizes best practices that balance the employer's responsibility to comply and align with health, safety, and due diligence standards and legal requirements, while at the same time ensuring fairness, consistency, and respect for individual human rights & privacy.

CORE COMPETENCIES

- Client-specific drug & alcohol testing programs – current, needs-based, and defensible
- Policy development, revision and application – Canadian standards
- Coordination of Contractor Expectations - work standards and testing
- Application of the Canadian Model (v. 6.1) Guidelines, and the regulations of the US DOT 49 CFR Part 40 Drug and Alcohol Procedures, and NRC 10 CFR Part 26, as relevant
- Training for Risk Mitigation - Reasonable Cause for supervisors and managers
- Employee education on policy, prevention, and health & safety
- Liaison with Union representatives
- Subject matter expert (SME) resource for grievances and tribunals
- Case management of Substance Use Disorders (SUDs)
- Liaison with program specialists, i.e., SUEs/SAPs, MROs & Occupational Health Experts
- Program Audit for desired outcomes, ROI, and regulatory compliance
- Resource for legal counsel

CERTIFICATIONS/MEMBERSHIPS/PROFESSIONAL AFFILIATIONS

- American Society of Safety Professionals (ASSP)
- Canadian Pharmacists Association (CPhA)
- Canadian Society of Addiction Medicine (CSAM)
- European Workplace Drug Testing Society (EWDTS) – Board
- International Association for Medical Review Officers (IAMRO) – Board
- International Forum for Drug and Alcohol Testing (IFDAT)
- National Drug and Alcohol Screening Association (NDASA) – US
- Nuclear Energy Institute (NEI) – US
- Substance Abuse Program Administrators Association (SAPAA) – US