



AOHNA
ALBERTA OCCUPATIONAL
HEALTH NURSES ASSOCIATION

2024 CONFERENCE

The Changing Landscape of Occupational Health & Safety

November 14 & 15, 2024 | Edmonton | 8 am to 5 pm
Delta Hotels Edmonton South Conference Centre



www.aohna.org E: coordinator@aohna.org



EVENT PROGRAM

THURSDAY, NOVEMBER 14, 2024

Registration & Breakfast	7:45 AM - 8:15 AM
Opening Remarks	8:15 AM - 8:30 AM
Keynote: Where Occupational Health Nursing Goes From Here	8:30 AM - 9:30 AM
Break	9:30 AM - 10:00 AM

Breakout Room 1

Advancements in Fitness for Duty Screening

Medication Madness - Impairing Medication Use and Fitness for Duty

Lunch

State of the Profession Presentations

Breakout Room 1

Navigating Eye Health & Safety in Today's Workplace

Medical Monitoring for Healthcare / Safety Sensitive Workers

Wine & Cheese Networking

Breakout Room 2

Heat Stress Awareness & Prevention

Illuminating the Path: Proactively Remove Barriers and Inclusively Support Transgender Individuals

Breakout Room 2

Having Courageous Conversations and Building Trust

Building Workplace Resiliency

10:00 AM - 11:00 AM

BREAK

11:30 AM - 12:30 PM

12:30 PM - 1:30 PM

1:30 PM - 2:00 PM

2:00 PM - 3:00 PM

BREAK

3:30 PM - 4:30 PM

4:30 PM - 6:00 PM



EVENT PROGRAM

FRIDAY, NOVEMBER 15, 2024

Breakfast	7:45 AM - 8:15 AM
Visit our Vendors / Meet Your Board	8:30 AM - 10:00 AM

Breakout Room 1

Psychological Injuries in the Workplace

Breakout Room 2

Healing Minds – Protocols for Alleviating Persistent Symptoms of mTBI, ADHD and Trauma

10:00 AM - 11:00 AM
BREAK
11:30 AM - 12:30 PM

Lunch

12:30 PM - 1:30 PM

Break

1:30 PM - 2:00 PM

Breakout Room 1

Strategic Approach to Fatigue Risk Management

Breakout Room 2

Complex Disability Case Management: Unravelling Our Role

2:00 PM - 3:00 PM
BREAK
3:30 PM - 4:30 PM

Closing Remarks

4:30 PM - 4:45 PM



KEYNOTE PRESENTER



Shelly Bischoff

Thursday Keynote Presenter

8:30 am - 9:30 am

***Occupational Health Nursing in the
Modern Workplace: Growing Forward
from Here***

The evolution of occupational health nursing has been profound, reflecting changing workplace dynamics, advancements in healthcare, and shifts in societal priorities. Primarily focusing on a holistic approach that encompasses disease prevention, health promotion, and illness/injury management, occupational health nurses play a crucial role in safeguarding the health and well-being of workers.

As the landscape of occupational health evolves, there is a pressing need to reassess the nursing model. This entails critical self-reflection, ensuring professional autonomy, fostering stable lines of research, nurturing a culture of competency development, and increasing our capacity to contribute. The keynote session will highlight current global research on the evolving speciality practice of occupational health nursing and highlight how we can proactively elevate our vital role, effectively adapt to the new socio-occupational reality, and provide expert, quality care that meets the emerging needs of both employers and employees in today's dynamic workplaces.

Shelly Bischoff, RN, OHNC, COHN(C), CPHR CHSC

Shelly Bischoff brings a wealth of experience and expertise to the field of occupational health consulting. With almost three decades of experience, Shelly has established herself as a consultant, speaker, educator, and facilitator supporting workplaces. Her diverse skill set, encompassing roles such as a Registered Nurse, Canadian Certified Occupational Health Nurse, Canadian Chartered Professional in Human Resources, Certified Health & Safety Consultant, and CMHA Psychological Health & Safety Practitioner, and Fearless Certified Practitioner, showcases her commitment to a holistic approach to workplace well-being. Shelly's passion lies in creating conditions for psychological safety to foster high-performance collaboration within organizations. She specializes in occupational health, psychological health and safety, and cultural engagement, addressing the unique needs of each workplace.



THURSDAY PRESENTER



Randal Roberts

**Thursday, November 14, 2024 - Room 1
10:00 am - 11:00 am**

Advancements in Fitness for Duty Screening

The increasing utilization of medicinal cannabis, the legalization of recreational cannabis and the popularity of edibles has added challenging new dimensions to traditional methods of drug detection. The “National Cannabis Survey” published by Statistics Canada reported that over half a million current cannabis users acknowledge they have consumed cannabis before or during work.

Daily Fitness for Duty screening has the potential to balance worksite safety requirements while at the same time respecting worker privacy. It does this by generating real time workforce data as opposed to looking back in time at past activities and trying to infer impairment. Fitness for Duty screening is a proactive approach to safety that identifies potential problems that you can act on now instead of looking back at lagging indicators. This session will introduce AOHNA members to the SafetyScan Fitness for Duty Screening System, a fast, non-invasive screener that is sensitive to impairment by alcohol, drugs (prescription/OTC/recreational/illicit), and cognitive fatigue.

Randal Roberts

Randal has spent over 30 years in the medical device field as a distributor representing small and large companies from around the world. After selling other people's products over the years he Co-Founded SafetyScan and assembled a team of hardware/software engineers and industrial designers to create the SafetyScan 2.0 Impairment Screener. Randal spends his time running between Edmonton and his home in Vulcan in Southern Alberta where he enjoys golf, fly fishing, and tractor time.



THURSDAY PRESENTER



Jonathan McCallum

**Thursday, November 14, 2024 - Room 2
10:00 am - 11:00 am**

Heat Stress Awareness & Prevention

Heat Stress Awareness and Prevention have moved up the ladder of workplace safety priorities in recent years. The increased attention has led to new technologies for personal and area measurement, clothing designed for increased airflow, cooling, and shade & new hydration solutions. This session aims to explore trends, technology development, and tools available to Canadian workplaces to understand heat-related risks and minimize their impact on your employees.

Heat stress happens when your body loses its ability to self-regulate its temperature. It's a condition caused by a buildup of body heat generated by several factors, including the environment, physical effort, existing health and acclimatization of the worker, and the clothing and equipment the worker is wearing.

Working in hot environments for a prolonged period can drive your internal body temperature several degrees above the average temperature of 37°C, which overwhelms the body's natural cooling systems. This is when danger occurs.

Jonathan McCallum – Market Segment Manager - Occupational Health & Hygiene, Levitt-Safety Limited

Jonathan has developed a 25-year career working with customers across Canada to solve their fire, safety, and environmental challenges. His interest in the answer to “How do you measure that?” led him early to solutions for the measurement of many occupational hazards. In his current role, he searches for and evaluates new products and technologies to bring to the Canadian Market, develops marketing and business strategy, while coaching and training a national sales team on applications and solutions with Occupational Health and Hygiene products and services.



THURSDAY PRESENTER



Dr. Jonathan Davids

**Thursday, November 14, 2024 - Room 1
11:30 am - 12:30 pm**

***Medication Madness - Impairing
Medication Use and Fitness for Duty***

In my talk titled "Medication Madness - Impairing Medication Use and Fitness for Duty," I discuss the relationship between commonly prescribed medications and their impact on workplace safety and employee impairment. Through an extensive review of the latest literature, I shed light on the inherent risks associated with medication use in professional settings.

In addition, I address the pressing challenges that employers and employees face in managing prescribed medications within the workplace. I propose practical strategies and interventions aimed at mitigating and effectively managing the risks posed by prescription medication. By fostering awareness and implementing tailored solutions, we can strive towards ensuring a safer and more productive work environment for all.

Dr. Jonathan W. Davids, MD, CCFP, FCFP, CCBOM, MRO (AAMRO), Dip. Sport Med, CD

My job as DriverCheck's Corporate Medical Director is to oversee all medical services offered to our clients, and to lead our physicians, nurses, and staff in our Occupational Health and Alcohol & Drug Results departments who deliver these services. I'm an avid traveller and in my spare time, I love travelling to different parts of the world with my family on vacations. I also love riding my motorcycle on twisty roads on hot summer days, fair-weather sailing, photography, and playing with my dog, Charlie, an Olde English Pocket Beagle.



THURSDAY PRESENTER



Kiersten Mohr

**Thursday, November 14, 2024 - Room 2
11:30 am - 12:30 pm**

***Illuminating the Path: How to
Proactively Remove Barriers and
Inclusively Support Transgender and
Gender Diverse Individuals***

In this session, Kiersten will begin by sharing a glimpse of her personal story and experience navigating gender transition in her personal life and as a senior leader in the oil and gas industry. She will reflect on the valuable lessons learned, particularly emphasizing the profound realization that the challenges she faced were not solely due to being transgender but were rooted in the pursuit of authenticity—a universal struggle that she now believes is the common thread that unites us all.

Additionally, Kiersten will share her perspective on how we all can become beacons of support and help illuminate a path for transgender and gender non-conforming individuals in a time when that path can seem uncertain, unsafe, and frightening. With the backdrop of current political dynamics and ongoing challenges related to transgender inclusion and gender-affirming care in our province, she aims to equip participants with information, resources, and perspectives to enhance their skills and comfort in advocating for and supporting this community.

Kiersten Mohr BSc., B.A., M.A. (Psych)

In 2017, after fifteen years as a geologist and senior leadership professional in the Energy Industry, Kiersten embarked on the most significant challenge of her life: gender transition. Gender transition was life-changing in many ways. Kiersten's publicly authentic and vulnerable approach to her transition allowed her to see how authenticity in the workplace could build connection and synergy with her colleagues. Additionally, as Kiersten moved from a dominant to a non-dominant group while maintaining a corporate leadership role, she discovered many insights about improving equity, diversity, and inclusion in professional spaces. As she continued her corporate career, Kiersten found new motivation to engage in a more meaningful life through volunteering in the community and educating herself with a Bachelor of Psychology.



THURSDAY PRESENTER



Natalie Chai

**Thursday, November 14, 2024 - Room 1
2:00 pm - 3:00 pm**

***Navigating Eye Health & Safety in
Today's Workplace***

Each day, more than 700 Canadian workers sustain an eye injury at work, resulting in temporary or permanent vision loss and costing millions in lost productivity. Using proper eye protection on the job could prevent 90% of eye injuries from occurring. The Alberta Association of Optometrists, through its Eyesafe™ program, will deliver a presentation focused on keeping workers' vision safe in today's workplaces.

Learn what you need to know about digital eye strain, the impact of sun exposure, and common workplace dangers, such as welder's flash, foreign body, chemical splash, blunt trauma, and corneal burn. Find out how to avoid injuries, including best practices and provincial safety standards. Learn about correct frame requirements for the task, the latest lens technology for better eye protection and the importance of a perfect fit to an individual's face. Learn how to respond to workplace eye injuries and how an optometrist can help with your urgent care needs.

Dr. Natalie Chai, BSc., OD, FCCSO

Dr. Natalie Chai is the owner/optometrist of Trifecta Optometry opened in August 2023. Dr. Chai attended the University of Alberta before attending Pacific University College of Optometry in Forest Grove, Oregon, where she earned her joint Bachelor's Degree in Vision Science and Doctor of Optometry. She successfully completed the Canadian Assessment of Competence in Optometry (CACO) as well as the National Board of Examiners in Optometry (NBEO) in the United States and is a Fellow of the Canadian College of Specialties in Optometry. Her practice is focused on Dry Eye Disease, Myopia Management, and Specialty Contact Lenses - these are specialties that are under-represented and under-used in the Edmonton region. Dr. Chai is happy to serve the community, co-manage with other health professionals, and help educate and empower her colleagues who seek to do the same.



THURSDAY PRESENTER



Lin Yu

**Thursday, November 14, 2024 - Room 2
2:00 pm - 3:00 pm**

***Having Courageous Conversations and
Building Trust***

Building strong, trusting relationships is a fundamental aspect of psychological health and safety that supports the success of many other workplace psychosocial factors. Teams that trust each other can benefit from higher employee engagement and improved work outcomes. Skills for building trust can also empower leaders to more confidently manage workplace change and make difficult decisions. One of these skills is navigating courageous conversations.

This workshop provides a valuable opportunity for people-leaders to learn about the importance of having courageous conversations and gain competencies that can be applied at work. Participants will be guided to discuss barriers, share experiences, and brainstorm strategies and solutions.

Lin Yu, Occupational Health and Safety Specialist

Lin Yu is an occupational health and safety specialist at the Canadian Centre for Occupational Health and Safety (CCOHS). With a variety of experiences in health and safety, Lin has worked on everything from occupational hygiene assessments to safety climate research. Lin uses her skills to provide workplace health and safety guidance and good practices to employers, workers, and the public. She is involved in the creation of many of CCOHS' educational and reference materials on topics including workplace mental health, workplace impacts of climate change, and the health and safety of emerging technologies. Lin is a CMHA Certified Psychological Health and Safety Advisor. She received her Bachelor of Applied Science in Occupational Health and Safety from the Toronto Metropolitan University and holds an Honours Bachelor of Science in Health and Disease from the University of Toronto.



THURSDAY PRESENTER

**Thursday, November 14, 2024 - Room 1
3:30 pm - 4:30 pm**

***Medical Monitoring for Healthcare /
Safety Sensitive Workers***



Cherie Klassen

Medical Monitoring is the ongoing assessment of individuals engaged in safety sensitive work, such as train engineers or physicians, who have a medical condition that might preclude them from doing their job safely. These assessments confirm compliance with a treatment program, which can include abstinence from recreation drugs or randomized testing, and the determination of fitness for duty to ensure that the individual is able to their job without danger to themselves or the public.

Broadly speaking, medical monitoring falls into two categories: General Medical Monitoring and Substance Use Disorder (SUD) Monitoring with all patients in all programs working directly with a Nurse Case Manager to help shepherd them through the program.



Dr. Charl Els

Cherie Klassen

Cherie Klassen is a lawyer in private practice and joined the partnership of Blair Chahley Klassen Lawyers, a union-side labour law firm, in January 2021. She has spent the last fifteen plus years representing unions and associations, and their members (including the United Nurses of Alberta (UNA) and the Alberta Union of Provincial Employees (AUPE)) in negotiations, labour disputes, and at arbitration.

Dr. Charl Els

Dr. Charl Els is a fellowship-trained addiction psychiatrist and an occupational physician. He is employed full-time as Assistant Registrar at the College of Physicians and Surgeons of Alberta, and is engaged in part-time civil forensic practice. He has testified before a number of tribunals (including human rights), regulators, different levels of court, and has been retained both by Crown and defense.



THURSDAY PRESENTER

Thursday, November 14, 2024 - Room 2

3:30 pm - 4:30 pm

Building Workplace Resiliency

Many of us spend a lot of time, energy, and money ensuring we stay physically fit. But how often do we focus on our mental fitness? In today's world where workforce shortages can lead to high stress and burnout in existing employees, employers often struggle to attract and retain top talent. No wonder amidst a tight labour market, Canadian employers ranked employee mental health as one of their top 3 concerns.

This mental health presentation is designed to empower you with valuable insights and tools to support your employees' mental well-being. Addressing mental health concerns in the workplace is not only a compassionate gesture; it's a smart business move. In this presentation, we will learn strategic approaches to proactively support employees in enhancing their mental health and well-being. It aims to equip you with the knowledge and tools necessary to promote mental health and fitness in your workplaces.



Susan Sawatzky



Browyn Sawatzky

Susan Sawatzky, MA Ind. Psych., B. Ed, CRSP Cert Psych H&S Adv

Susan is the President of In-Scope Solutions, a consulting company that specializes in 'The People Part of Safety and Health'. Susan is an instructor with the U of A, U of C, & UNB. She is an international speaker and keynote conference presenter and has presented at a variety of conferences and organizations including several presentations for NASA (the National Aeronautics and Space Administration).

Browyn Sawatzky, BA Comm.

Browyn is a Communication and Training Consultant at In-Scope Solutions, where she specializes in training, educating, marketing and media. She has worked with an assortment of industries and clients across the United States and Canada. Browyn has gained a reputation as a top-quality presenter who provides engaging content and has demonstrated a strong ability to connect with audiences of all levels.



WINE & CHEESE RECEPTION

Thursday, November 14
4:30 pm to 6:30 pm

**Indulge in an evening of networking at the AOHNA 2024
Conference's Wine & Cheese Reception.**

It's not just about the food and drinks; it's about connecting with
awesome people like you!

Imagine chatting with colleagues, making new friends, and exploring the
latest and greatest at our vendor tradeshow. Plus, who knows what
exciting opportunities await when you mingle with industry pros?

Don't miss out on this chance to expand your network, have fun, and
maybe even discover your next big thing at the AOHNA 2024 Wine &
Cheese Reception!



FRIDAY WORKSHOP

Friday, November 15, 2024 - Room 1
10:00 am - 12:30 pm

Psychological Injuries in the Workplace

You are familiar with how best to care for your workers following a physical injury, but you may have questions on how to support a safe and timely return-to work for a worker who is coping with a psychological injury. This seminar will cover WCB policy and legislation related to psychological injuries, the claims decision making process, psychological injury treatment, and how to successfully support your workers through recovery.

This seminar was created for small- to mid-size employers, or employers who are new to WCB although we welcome all employers to attend. Our aim is to increase understanding of mental health injuries in the workplace.

What you will learn:

- Common psychological diagnoses.
- Key legislation and policies.
- How to support a safe and timely return-to-work.
- Tools and best practices.
- The assistance WCB can provide.
- Where to find additional support.



Alastair Hopwood



Sanjeev Bhagrath



FRIDAY WORKSHOP

Friday, November 15, 2024 - Room 2
10:00 am - 12:30 pm

Healing Minds: Protocols for Managing & Alleviating Persistent MTBI, ADHD & Trauma Symptoms



Simone Fortier

Join me for an empowering workshop designed exclusively for occupational nurses, "Healing Minds— Protocols for Alleviating Persistent Symptoms of mTBI, ADHD, and Trauma." My program addresses the critical challenges you face daily in managing patients with long-standing symptoms and mental health issues stemming from mild Traumatic Brain Injury (mTBI), Attention Deficit Hyperactivity Disorder (ADHD), and Trauma.

This workshop introduces groundbreaking approaches to brain health, combining Brain Health Assessment, Brain Nutrition Protocol, and Manual Treatment through Dynamic Brain Healing. I will delve into the intricate relationship between brain nutrition and symptom resolution and management, providing you with a scientifically backed protocol to enhance patient outcomes. By integrating our scientifically-backed protocols, you can offer new hope and improved patient outcomes. Join me to elevate your care strategies and make a lasting difference in the lives of those you serve.

Simone Fortier, BSc, BA, ND Candidate, Manual Therapist

Simone Fortier, a renowned researcher, author, therapist, and visionary with 30 years of experience, is soon the best-selling author in the book "Rise Up" she co-authored alongside the esteemed Lisa Nichols. With expertise spanning clinical trials on brain nutrition, innovative healing programs, and transformative therapy for professional athletes and healthcare practitioners, Simone's work stands at the forefront of healing and personal transformation. As an International Trainer, Teacher, Author, and ADHD Consultant, Simone's groundbreaking approaches have transcended traditional therapies, earning global acclaim for her work with conditions like trauma, concussion symptoms, mTBI, ADHD, and chronic pain. Her passion is to offer hope and solutions to those who have been dismissed.



FRIDAY WORKSHOP

Friday, November 15, 2024 - Room 1

2:00 pm - 4:30 pm

Strategic Approach to Fatigue Risk Management



Susan Sawatzky



Browyn Sawatzky

Fatigue is a significant concern for employees, particularly those engaged in demanding and high risk tasks. Shift workers in particular often face irregular schedules and long hours, which can disrupt their circadian rhythms and lead to sleep deprivation. This fatigue can impair their cognitive function, reaction times, and decision-making abilities, putting both their safety and the public's safety at risk. This workshop will be designed to empower AOHNA's members by providing them with skills and knowledge needed to increase their understanding fatigue management in their own organizations. Attendees of this workshop will better understand the risks fatigue creates in a workplace and will be provided practical strategies and tools to better manage fatigue with their workplace.

Susan Sawatzky, MA Ind. Psych., B. Ed, CRSP Cert Psych H&S Adv

Susan is the President of In-Scope Solutions, a consulting company that specializes in 'The People Part of Safety and Health'. Susan is an instructor with the U of A, U of C, & UNB. She is an international speaker and keynote conference presenter and has presented at a variety of conferences and organizations including several presentations for NASA (the National Aeronautics and Space Administration).

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FRIDAY WORKSHOP

Friday, November 15, 2024 - Room 2

2:00 pm - 4:30 pm

***Complex Disability Case Management:
Unravelling Our Role***



Shelly Bischoff

The interactive workshop will address the challenges faced by occupational health nurses in managing complex disability files. It will provide practical strategies for navigating barriers posed by employers, employees, unions, including combinations of them. Through a facilitated case study, participants will have the opportunity to work through each phase of the management process, fostering a deeper understanding and the development of effective approaches.

Participants will receive a template for proactively assessing barriers and strategies at the intake of disability files to enhance their ability to anticipate and address challenges effectively. This structured approach can help streamline the management process and empower occupational health nurses to develop tailored strategies from the outset, ultimately improving outcomes for all stakeholders. Come ready to enjoy networking with your peers and learning together how to approach this challenging element of our practice!

Shelly Bischoff, RN, OHNC, COHN(C), CPHR CHSC

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REGISTRATION

Registration costs include breakfast, breaks, lunches and the Wine & Cheese Reception

Early Bird Registration Deadline: *September 15, 2024*

Full Conference Registration Package (2 days)

AOHNA Members:

Register 1 person => \$350.00 + GST

Register 2 people from your organization => \$595.00 + GST

Register 3 people from your organization => \$840.00 + GST

Non-Members:

Register 1 person => \$575.00 + GST

Register 2 people from your organization => \$977.50 + GST

Register 3 people from your organization => \$1,380.00 + GST

1-Day Conference Registration Package (Thursday OR Friday)

AOHNA Members:

Register 1 person => \$262.50 + GST

Register 2 people from your organization => \$446.25 + GST

Register 3 people from your organization => \$630.00 + GST

Non-Members:

Register 1 person => \$431.25 + GST

Register 2 people from your organization => \$733.13 + GST

Register 3 people from your organization => \$1,035.00 + GST



REGISTER NOW



AOHNA
ALBERTA OCCUPATIONAL
HEALTH NURSES ASSOCIATION

2024 CONFERENCE

The Changing Landscape of Occupational Health & Safety

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To see all the sponsorship options and sign up, please click
this link:

[Sponsor the 2024 AOHNA Conference](#)