



COURSE OVERVIEW HE2108 **Substance Abuse Testing Controlled Unit (SATCU)**

Course Title

Substance Abuse Testing Controlled Unit (SATCU)

Course Date/Venue

November 17-21, 2025/Umm Al Quwain
Meeting Room, Khalidiya Palace Hotel Dubai
by Mourouj Gloria, Dubai, UAE

Course Reference

HE2108

Course Duration/Credits

Five days/3.0 CEUs/30 PDHs



Course Description



This practical and highly-interactive course includes real-life case studies and exercises where participants will be engaged in a series of interactive small groups and class workshops.

This course is designed to provide participants with a detailed and up-to-date overview of Substance Abuse Testing Controlled Unit (SATCU). It covers the substance abuse and workplace risks, principles of substance abuse testing and testing methods and technologies; the documentation requirements and secure collection procedures, transport and storage protocols and avoiding tampering and contamination; the roles and responsibilities of medical review officers (MROs), testing technicians and laboratory staff, supervisors and line managers and HR and employee assistance program (EAP) teams; the collection site management, laboratory analysis and regulatory compliance and standards; and the result management and confidentiality.



During this interactive course, participants will learn the SATCU policies and principles of rehabilitation, detoxification programs, counseling and psychotherapy and pharmacological interventions; the workplace reintegration strategies, relapse prevention techniques, after-care program design and monitoring and follow-up testing; the peer and community support systems, family and social reintegration and measuring program effectiveness; the SATCU with HSE and HR systems, audit and compliance monitoring and training and capacity building; the workplace incidents linked to substance abuse; and the emergency intervention protocols and legal liabilities during incidents.



Course Objectives

Upon the successful completion of this course, each participant will be able to:-

- Apply and gain an in-depth knowledge on substance abuse testing controlled unit (SATCU)
- Discuss the substance abuse and workplace risks, principles of substance abuse testing and testing methods and technologies
- Recognize documentation requirements and apply secure collection procedures, transport and storage protocols and avoiding tampering and contamination
- Identify roles and responsibilities of medical review officers (MROs), testing technicians and laboratory staff, supervisors and line managers and HR and employee assistance program (EAP) teams
- Carryout collection site management, laboratory analysis, regulatory compliance and standards and result management and confidentiality
- Develop SATCU policies and discuss the principles of rehabilitation, detoxification programs, counseling and psychotherapy and pharmacological interventions
- Apply workplace reintegration strategies, relapse prevention techniques, after-care program design and monitoring and follow-up testing
- Carryout peer and community support systems, family and social reintegration and measuring program effectiveness
- Integrate SATCU with HSE and HR systems and apply audit and compliance monitoring and training and capacity building
- Handle workplace incidents linked to substance abuse and discuss emergency intervention protocols and legal liabilities during incidents

Exclusive Smart Training Kit - H-STK®



*Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The **H-STK®** consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.*

Who Should Attend

This course provides an overview of all significant aspects and considerations of substance abuse testing controlled unit (SATCU) for occupational health professionals, HR managers and supervisors, HSE managers and officers, security personnel and those who are involved in substance abuse policy implementation

Course Fee

US\$ 5,500 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate(s)

Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours

Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations:

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British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

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The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units** (CEUs) in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **3.0 CEUs** (Continuing Education Units) or **30 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Mr. Ron Jansen is a **Senior HSE Consultant** with **over 20 years** of experience within the **Oil & Gas** industry. His broad expertise widely covers in the areas of Controlled-Substance Units (**SATCU**) Operations, Workplace **Substance Abuse** Prevention Strategies, **Substance Abuse** Policy Development for Employers, **Substance Abuse** Testing Unit Management, Controlled **Substance** Identification and Recognition, **HAZMAT**, **HAZCOM**, Process Hazard Analysis (**PHA**), Process Safety Management (**PSM**), **Process Risk** Analysis, **Occupational Health**, Effective Tool Box Talks, **Disaster** Management, **Firefighting & Fire Safety**, **Fire Detection & Suppression** Systems, **Fire Risk** Assessments, **General Health and Safety**, **Job Observation**, **Fire Rescue**, **Fire Protection**, **Fire Prevention**, **Rescue Operations**, **Firefighting** Techniques, **Accident/Incident Investigation**, **HAZOP & HAZID**, **Permit to Work (PTW)** System, **Working at Height**, Behavioral Based Safety (**BBS**), Hazard identification and Risk Assessments (**HIRA**), **HSE Risk** Assessment & Management Concepts, **HSE Management** Policy & Standards, **HSSE Emergency Response & Crisis Management** Operations, **Authorized Gas Testing**, **Quantitative & Qualitative** Analysis, **Fall Protection & Rescue**, **Defensive Driving**, **Hazardous Materials & Chemicals** Handling, **Pollution Control**, **Environmental & Pollution** Management, **HSE Industrial Practices**, **Emergency Response & Crisis Management** Operations, **Waste** Management, **Job Safety Analysis (JSA)**, **Confined Space Entry**, **Confined Space Entry**, **First Aid & SCBA** Management, **Manual Handling**, **Permit-to-Work & Risk** Assessment, **Crane & Lifting** Operation, **Forklift** Maintenance, **Mobile Elevated Work Platform (MEWP)**, **Mobile & Gantry Crane**, **Banksman/Slinger**, **Scaffolding**, **Rigging & Slings**, **Overhead & Gantry Crane Safety**, **Lifting & Rigging**, **Machinery & Hydraulic Lifting** Equipment, **Rigging & Slings** Operation, **Scaffolding** Inspection, **ISO 9001**, **OSHAS 18001**, **19011**, **Rigging Safety Rules**, **Machinery & Hydraulic Lifting** Equipment and **Excavation & Trenching**.

During his career life, Mr. Jansen has gained his practical and field experience through his various significant positions and dedication as the **SHEQ Manager**, **SHEQ System Auditor**, **Safety Practitioner**, **Safety Officer** and **Senior Instructor/Consultant** from various international companies such as the WI Corporation, ISO Internal Auditors SHEQ Management Systems, Truibuilt Engineering, TCS Hydraulic Engineering, OR Thambo Airport, Eskom Transmission Section and Aquarius Mine Kroondal Rustenburg.

Training Methodology

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures
- 20% Practical Workshops & Work Presentations
- 30% Hands-on Practical Exercises & Case Studies
- 20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the workshop for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1: Monday, 17th of November 2025

0730 – 0800	Registration & Coffee
0800 – 0815	Welcome & Introduction
0815 – 0830	PRE-TEST
0830 – 0930	Introduction to Substance Abuse & Workplace Risks Global and Regional Trends in Substance Abuse • Common Substances of Concern (Alcohol, Narcotics, Stimulants, Prescription Drugs) • Impact on Safety, Productivity, and Public Health • Importance of Early Detection and Intervention
0930 – 0945	Break
0945 – 1030	Principles of Substance Abuse Testing Definitions: Screening, Confirmation, and Chain of Custody • Differences Between Pre-Employment, Random, and Post-Incident Testing • Ethical Considerations in Testing • Legal and Regulatory Frameworks
1030 – 1130	Overview of SATCU (Substance Abuse Testing Controlled Unit) Role and Objectives of SATCU • Organizational Structure and Governance • Integration with Corporate Health and Safety Programs • Reporting and Accountability
1130 – 1215	Testing Methods & Technologies Urine Drug Testing: Procedures and Limitations • Oral Fluid Testing: Advantages and Challenges • Breath Alcohol Testing: Devices and Protocols • Hair Follicle Testing: Long-Term Detection Capabilities
1215 – 1230	Break
1230 – 1330	Chain of Custody & Sample Handling Documentation Requirements • Secure Collection Procedures • Transport and Storage Protocols • Avoiding Tampering and Contamination
1330 – 1420	Roles & Responsibilities in SATCU Medical Review Officers (MROs) • Testing Technicians and Laboratory Staff • Supervisors and Line Managers • HR and Employee Assistance Program (EAP) Teams
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day One

Day 2: Tuesday, 18th of November 2025

0730 – 0830	Collection Site Management Facility Requirements for Secure Collection • Gender and Privacy Considerations • Onsite vs Offsite Testing Protocols • Record Keeping and Compliance
0830 – 0930	Laboratory Analysis Initial Immunoassay Screening • Confirmatory Testing (GC-MS, LC-MS) • Threshold/Cutoff Levels for Substances • Quality Assurance and Control Measures
0930 – 0945	Break

0945 – 1100	Regulatory Compliance & Standards ISO/IEC 17025 for Testing Laboratories • SAMHSA, DOT, and ILO Guidelines • National Legal Frameworks (Where Applicable) • Employer Liability and Compliance Requirements
1100 – 1215	Result Management & Confidentiality Reporting Positive and Negative Results • Medical Confidentiality and Employee Rights • Appeals and Retesting Mechanisms • Data Storage and Retention Policies
1215 – 1230	Break
1230 – 1330	Developing SATCU Policies Crafting a Workplace Substance Abuse Policy • Aligning with HR and Disciplinary Systems • Policy Enforcement Challenges • Communicating Policies to Employees
1330 – 1420	Case Studies in SATCU Implementation Best Practices from Oil & Gas Industry • Lessons from Transportation and Aviation Sectors • Failures in Testing Systems and Consequences • Interactive Workshop: Role-Play Scenarios
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	Lunch & End of Day Two

Day 3: Wednesday, 19th of November 2025

0730 – 0830	Principles of Rehabilitation Understanding Addiction as a Disease • Evidence-Based Rehabilitation Approaches • Importance of a Multidisciplinary Team • Integrating Medical, Psychological, and Social Care
0830 – 0930	Detoxification Programs Medical Management of Withdrawal Symptoms • Inpatient vs Outpatient Detox Models • Risks of Relapse During Detox • Supportive Care Requirements
0930 – 0945	Break
0945 – 1100	Counseling & Psychotherapy Cognitive Behavioral Therapy (CBT) • Motivational Interviewing (MI) • Group Therapy Sessions • Family Therapy and Community Involvement
1100 – 1215	Pharmacological Interventions Medications for Opioid Dependence (e.g., Methadone, Buprenorphine) • Alcohol Dependence Treatment Options (e.g., Naltrexone, Acamprosate) • Monitoring Side Effects and Compliance • Ethical Considerations in Medication Use
1215 – 1230	Break
1230 – 1330	Workplace Reintegration Strategies Return-to-Work Agreements • Monitoring and Follow-Up Testing Schedules • Supervisor Training for Reintegration Support • Balancing Confidentiality with Workplace Safety

1330 – 1420	Relapse Prevention Techniques <i>Identifying Triggers and High-Risk Situations • Developing Coping Strategies • Building Resilience Through Lifestyle Changes • Peer Support and Mentoring Programs</i>
1420 – 1430	Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>
1430	Lunch & End of Day Three

Day 4: Thursday, 20th of November 2025

0730 – 0830	After-Care Program Design <i>Importance of Continuity of Care • Personalized After-Care Plans • Duration and Frequency of Follow-Up • Stakeholder Roles in After-Care</i>
0830 – 0930	Monitoring & Follow-Up Testing <i>Random vs Scheduled Testing • Alternative Testing Matrices (Urine, Saliva, Hair) • Balancing Deterrence with Support • Ensuring Fairness and Non-Discrimination</i>
0930 – 0945	Break
0945 – 1100	Peer & Community Support Systems <i>12-Step Programs (AA, NA) • Faith-Based and Cultural Support Networks • Employee Peer Networks • Linking to Local Community Rehabilitation Centers</i>
1100 – 1215	Family & Social Reintegration <i>Role of Family Counseling • Reducing Stigma in Families and Communities • Employment and Social Skills Training • Legal and Financial Counseling</i>
1215 – 1230	Break
1230 – 1330	Measuring Program Effectiveness <i>Key Performance Indicators (KPIs) • Employee Surveys and Feedback Loops • Tracking Relapse and Retention Rates • Benchmarking Against Industry Best Practices</i>
1330 – 1420	Case Studies in Rehabilitation & After-Care <i>Oil & Gas Sector After-Care Models • Success Stories from Corporate Rehabilitation Programs • Failures and Lessons Learned • Group Workshop: Design a Model After-Care Plan</i>
1420 – 1430	Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>
1430	Lunch & End of Day Four

Day 5: Friday, 21st of November 2025

0730 – 0830	Integrating SATCU with HSE & HR Systems <i>Aligning with Occupational Health Programs • Embedding Within Safety Management Systems • Coordination with HR Policies and Disciplinary Actions • Role of EAP in Integration</i>
0830 – 0930	Audit & Compliance Monitoring <i>Internal and External Audits of SATCU • Performance Indicators for Compliance • Corrective Action and Continuous Improvement • Documentation and Audit Trails</i>
0930 – 0945	Break



0945 – 1100	Training & Capacity Building Training Needs Analysis for Staff • Certifying Collection Officers and MROs • Developing Refresher Training Modules • Leveraging E-Learning and Simulations
1100 – 1215	Crisis & Incident Management Handling Workplace Incidents Linked to Substance Abuse • Emergency Intervention Protocols • Legal Liabilities During Incidents • Case Review and Debriefing
1215 – 1230	Break
1230 – 1300	Sustainability of SATCU Programs Long-Term Funding Models • Partnerships with Healthcare Providers • Government and NGO Collaboration • Embedding a Culture of Prevention
1300 - 1345	Final Practical Workshop & Assessment Mock Testing Session with Chain of Custody Practice • Designing a Company-Specific SATCU Framework • Rehabilitation Case Study Presentations • Knowledge Assessment and Feedback Session
1345 – 1400	Course Conclusion Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course
1400 – 1415	POST-TEST
1415 – 1430	Presentation of Course Certificates
1430	Lunch & End of Course

Practical Sessions

This practical and highly-interactive course includes real-life case studies and exercises:-



Course Coordinator

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