



Office of Research, Impact and Postgraduate Studies

presents a **Postgraduate Seminar** titled

A Framework for Workplace Policies Following the Decriminalisation of Cannabis: The Impact of Cannabis Use on Human Resource Management in Trinidad and Tobago

by **Mr Al Salandy**

The decriminalisation of cannabis has contributed to a complex issue affecting Human Resource Management practices. This study examines the extent of cannabis consumption within the local white-collar workforce and the disparity between revised legislation and workplace policies.

Over the past decade, several countries have adopted new policy perspectives on cannabis. In December 2019, Trinidad and Tobago amended the Dangerous Drugs Act Chapter 11:25, decriminalising the possession of small amounts of cannabis for personal use. Since the passage of this revised legislation, issues related to off-duty use, pre-employment screening, and tests for cannabis impairment have emerged as areas of uncertainty. Although governments have revised their legal stance on cannabis possession and use, employers have been slow to address the matter or investigate the cannabis consumption patterns of employees.

This study is deductive in nature, relying on a comprehensive review of prior studies, scholarly articles, and mainstream media reports. Secondary and tertiary data include an examination of the history of cannabis use and labour relations, the mental and social consequences of cannabis consumption, and global trends in improving workplace policies.

The study aims to reduce the potential for related workplace disputes and may influence the allocation of resources for drug testing, staff wellness, and drug education. It may also affect general cannabis use and workforce participation, future changes in related legislation, and the qualification criteria for employees to access insurance and health plans.



Mr AL SALANDY is an Instructor II at The University of Trinidad and Tobago (UTT). He is currently pursuing a Doctor of Philosophy (Ph.D.), addressing the extent of cannabis use and the application of related workplace policies.

With over twenty-five years of progressive professional experience in banking, human resources and industrial relations, he transitioned to full-time academia in 2024 and is currently delivering Entrepreneurship and Business-related courses.

His academic journey includes an Associate of Arts in Labour Studies from the Cipriani College of Labour & Co-operative Studies, a Bachelor of Business Administration from the Australian Institute of Business and a Master of Science in Innovation, Manufacturing Management and Entrepreneurship from UTT.

Al's research explores the impact of cannabis use, decriminalisation and workplace policies for HR Management. This study shall develop a comprehensive framework for navigating this evolving landscape in Trinidad and Tobago.

Friday 29th November, 2024 at 10:30 a.m.



CLICK HERE to register