

FIT FOR DUTY

Toolbox Talk



FIT FOR DUTY

- » Fit for duty is about helping people, building capacity, and setting up workers and companies for the safe execution of work
 - Do your workers and controls have the capacity to handle an issue?
 - Where are your “rumble strips”?
- » This is not about blaming workers



VIDEO

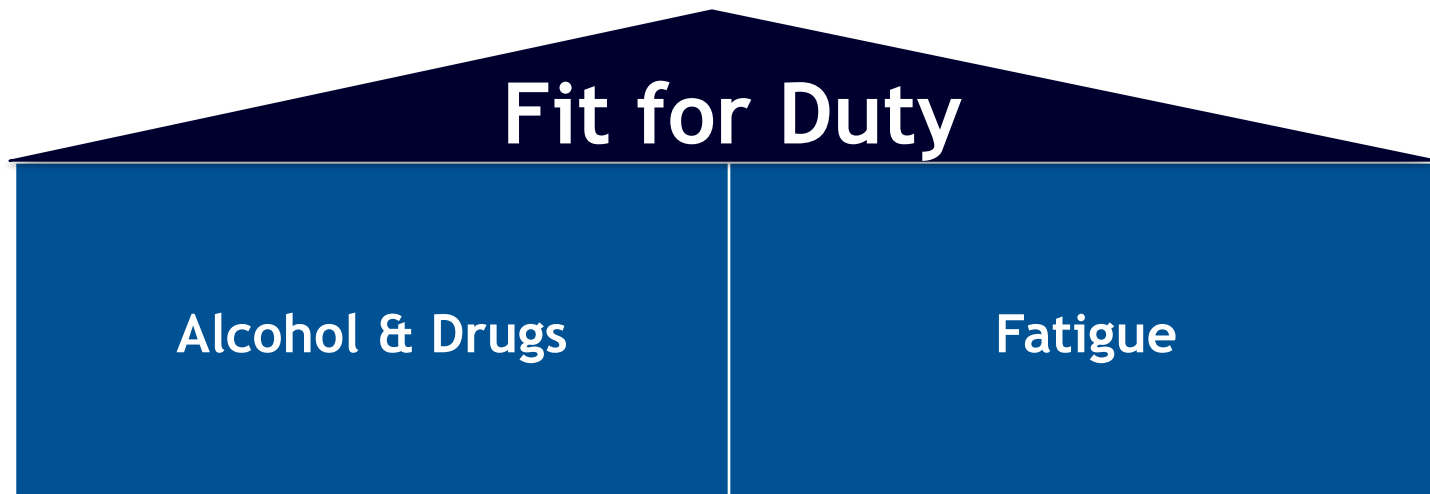


WorkSafeBC Video

<https://youtu.be/RhqUiqXY0eo>

WHY FIT FOR DUTY?

- » We know that fatigue, alcohol and drugs, mental health and a variety of other stressors impact worker performance and health and safety
- » Many companies formally manage only some of these
 - Often limited to alcohol and drugs and fatigue, and almost always in isolation of each other



FIT FOR DUTY – SOME EXAMPLES

- » How do you manage the following situations? A worker:
 - With a pacemaker working around magnetic pumps?
 - Who is pregnant in a work environment with reproductive toxins (carbon monoxide, toluene, radiation, etc.)?
 - Who is fasting?
 - With phobias - fear of heights, claustrophobia, etc.
 - With reduced ability to handle stress because of family challenges?
 - Working with a chemical that can impact fitness for work and the only defense is a respirator?
 - Working alone in remote locations for extended periods?

FIT FOR DUTY DEFINITION

A condition in which an employee's physical, physiological and psychological state enables them to continuously perform assigned tasks safely.

» This definition includes:

- Physical requirements – physical demands analysis, vision, hearing, etc.
- Physiological condition – fatigue, alcohol and drugs, workplace exposures, etc.
- Psychological condition – commitment, risk tolerance, emotional state, culture, etc.

FIT FOR DUTY – A COMPREHENSIVE APPROACH



RISK FACTORS

- » Safety sensitive
- » Pre-existing conditions
- » Physical work
- » Driving
- » Workplace exposures
- » Fatigue
- » Confrontational work environments
- » High cognitive demands and pressure
- » Working alone
- » Remote working or living
- » Access to food and water
- » Unfamiliar environment or country
- » Violence, harassment and bullying
- » Bona fide occupational requirement

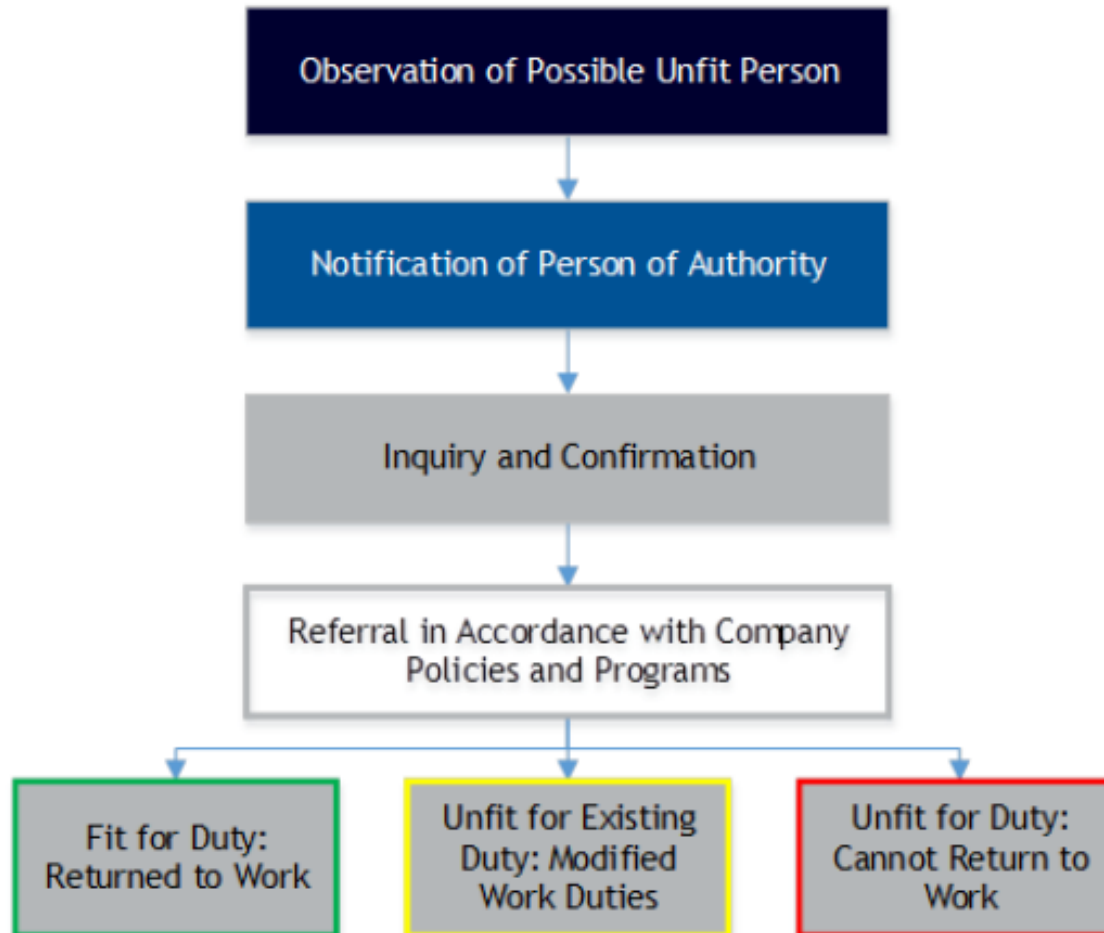
FIT FOR DUTY - LIFE SAVING RULE

- » Be in a state to perform work safely
 - I will be physically and mentally in a state to perform my assigned duties
 - I commit to not being under the influence of alcohol or drugs
 - I will inform a supervisor immediately if I or a co-worker may be unfit for work



*The Fit for Duty Task Group efforts influenced the creation of the Fit for Duty Life Saving Rule

IDENTIFICATION AND MANAGEMENT OF AN UNFIT PERSON



FIT FOR DUTY WALLET CARD



FIT FOR DUTY?

Don't be a hazard

Physical - Physical Demands, Vision, Hearing

- Know the physical demands of your job.
- Able to meet the physical demands.
- Require any assistance with the planned work.

Physiological - Fatigue, Alcohol & Drugs, Workplace Exposures

- Rested and ready to work.
- Free from the influence of alcohol or drugs.
- Concerns about workplace exposures (chemicals, heat, etc.)?

Psychological - Risk Tolerance, Culture, Emotional State

- Concerns about the work?
- Distracted by something on your mind?
- Would you like someone to talk to today?

WHEN TO TAKE ACTION

Signs or symptoms

Physical Requirements - The Body Itself

- Deterioration in appearance or personal hygiene.
- Unable to conduct the assigned work or it hurts to do so.

Physiological Condition - Affects How the Body Functions

- Difficulty staying awake or persistent/excessive yawning.
- Dizziness, slurred speech or inability to stand or walk straight.

Psychological Condition - Mental State

- Irritability, inappropriate responses or behaviours.
- Forgetfulness, judgement errors or difficulty staying focused.

Observe any of these signs? Speak with a supervisor.

Fit for Duty - A Life Saving Rule



The Fit for Duty wallet card is available at [EnergySafetyCanada.com](https://www.EnergySafetyCanada.com)

FIT FOR DUTY – REFLECTIVE LEARNING

- » Discuss past incidents where fit for duty was a causal factor.
- » What fit for duty risk factors exist in your operations?
- » Are your fit for duty controls good enough to prevent the next incident?

QUESTIONS?