FIT FOR DUTY

**Toolbox Talk
Covid-19**

COVID-19

» Covid-19 is a virus that originated in Wuhan, China in late 2019.

» Health effects from Covid-19 infection vary from mild flu-like to severe cough, difficulty breathing and severe pneumonia that can lead to death.

» Mild symptoms may include:
- Dry cough
- Fatigue
- Low-grade fever
- Body aches
- Nasal congestion
- Runny nose
- Sore throat

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?

- What risks exist around fit for duty and Covid-19?

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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

Alcohol & Drugs	Fatigue

ENERGY SAFETY CANADA
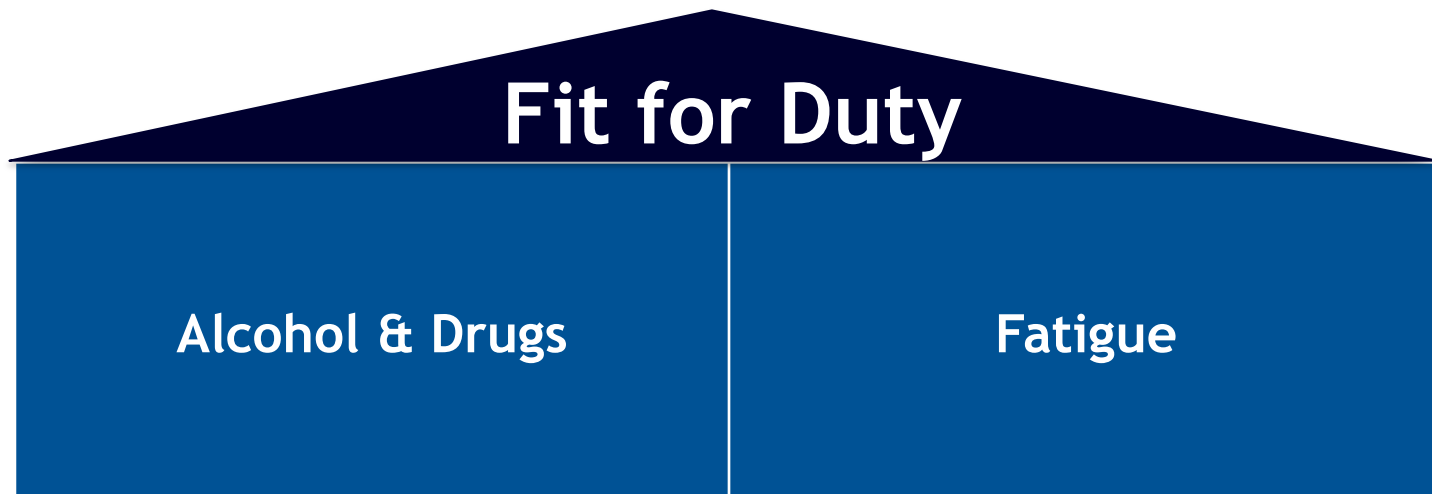
FIT FOR DUTY – SOME EXAMPLES

» How do you manage the following situations? A worker:

- Who is sick with symptoms that could be Covid-19?

- With phobias – fear of germs, claustrophobia, etc.?

- With reduced ability to handle stress because of family challenges (laid off, sick family with Covid-19, etc.)?

- Working in isolation for extended periods (mental health)?

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
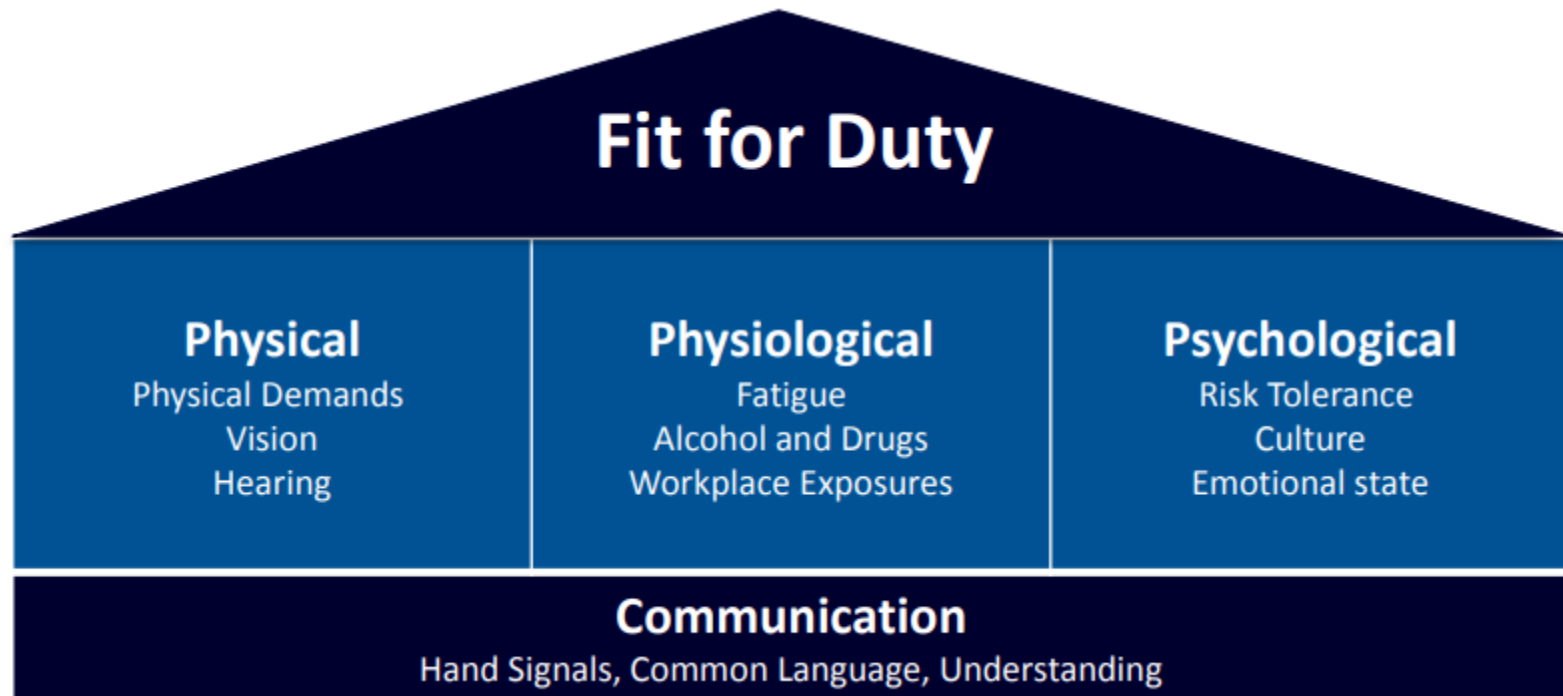
FIT FOR DUTY – LIFE SAVING RULE

» 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

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FIT FOR DUTY AND COVID-19

» In relation to Covid-19, workers are not fit for duty if they:

- Have tested positive for Covid-19*

- Are sick with <u>any</u> of the symptoms of Covid-19 excluding pre-existing illnesses

- Have returned from travel outside of the country or from a Covid-19 hot spot

- Have been in contact with someone who is positive or presumed to be positive for Covid-19

*It has been 10 days since the onset of symptoms, and they are now symptom free

IDENTIFICATION AND MANAGEMENT OF AN UNFIT PERSON
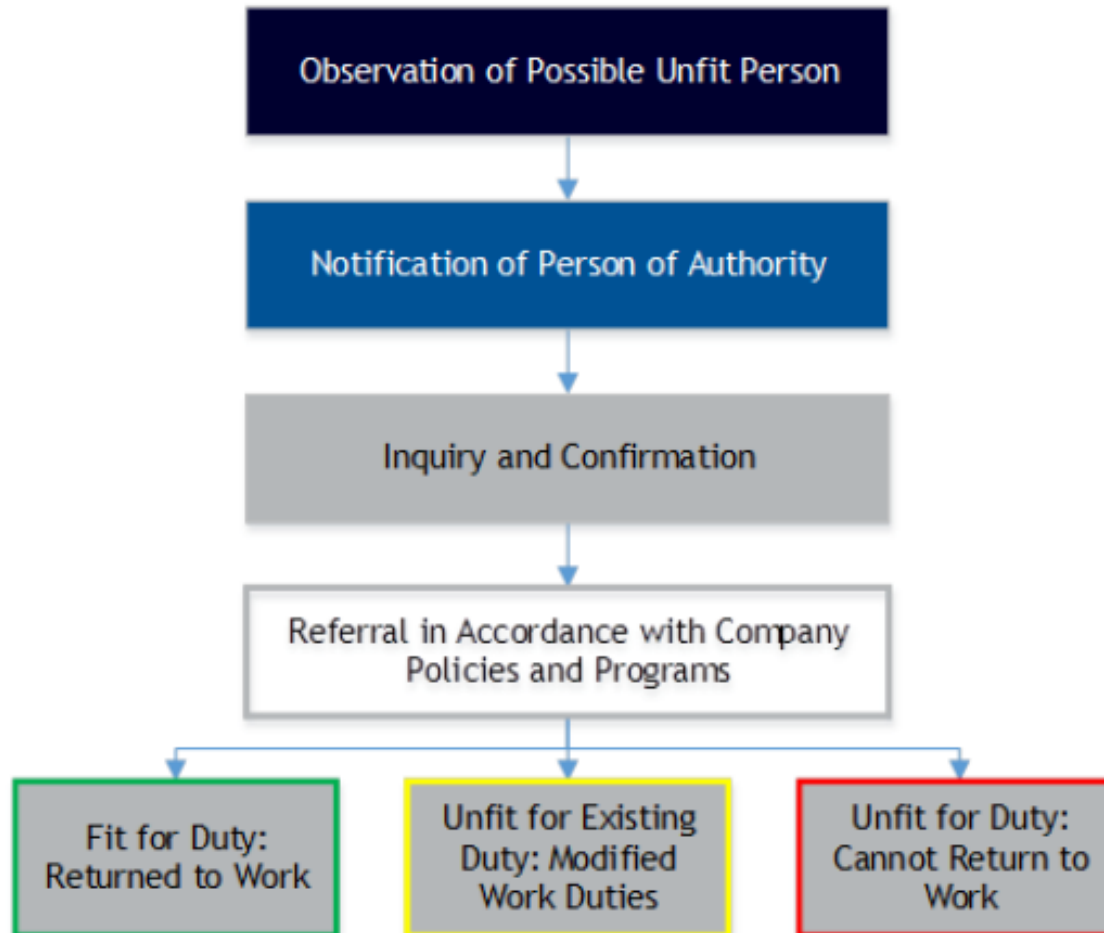
EXPOSURE RISK IDENTIFICATION

» Exposure occurs by way of several routes:

- Airborne droplet exposure
  – Breathing in aerosols contaminated with the virus such as when someone sneezes or coughs

- Contaminated surface contact
  – Touching contaminated surfaces

- Contact with the eye (tear duct pathway to nose)
  – Droplets getting into the eye or touching your eye after contact with contaminated surfaces

- Ingestion
  – Covid-19 is not a foodborne illness; however, sharing water bottles, utensils and food items represents a contact risk

EXPOSURE CONTROLS

» A variety of controls are needed to effectively prevent exposure to the virus such as:

- Isolation of at-risk workers (Covid-19 positive, travel, etc.)

- Discontinue non-essential work

- Social distancing (two meters of separation)

- Decontamination of workspaces, equipment, tools and personal protective equipment

- Hand washing with soap and water or hand sanitizer

- Identification of essential work where social distancing is not possible and implementing additional controls (barriers) such as the use of physical barriers (Plexiglass), masks, face shields, etc.

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CAPACITY TO FAIL SAFE

» Where in your operations are you vulnerable to Covid-19 exposure? Think about the following exposure situations:

- Essential tasks where social distancing is not feasible

- Equipment, tools and PPE that are difficult to decontaminate

- Tasks that rely on personal protective equipment as the primary barrier

» Can you add additional barriers so that you have the capacity to fail safe if an unprotected exposure occurs?

FIT FOR DUTY – REFLECTIVE LEARNING

» How confident are we that a worker infected with Covid-19 is not present on this work site and why?

» What tasks in your operations require additional controls because social distancing or the decontamination of equipment or tools is not feasible?

» Discuss any concerns with our current infection prevention and control strategy.

QUESTIONS?

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