

# **FIT FOR DUTY**

**Toolbox Talk  
Workplace Exposures**



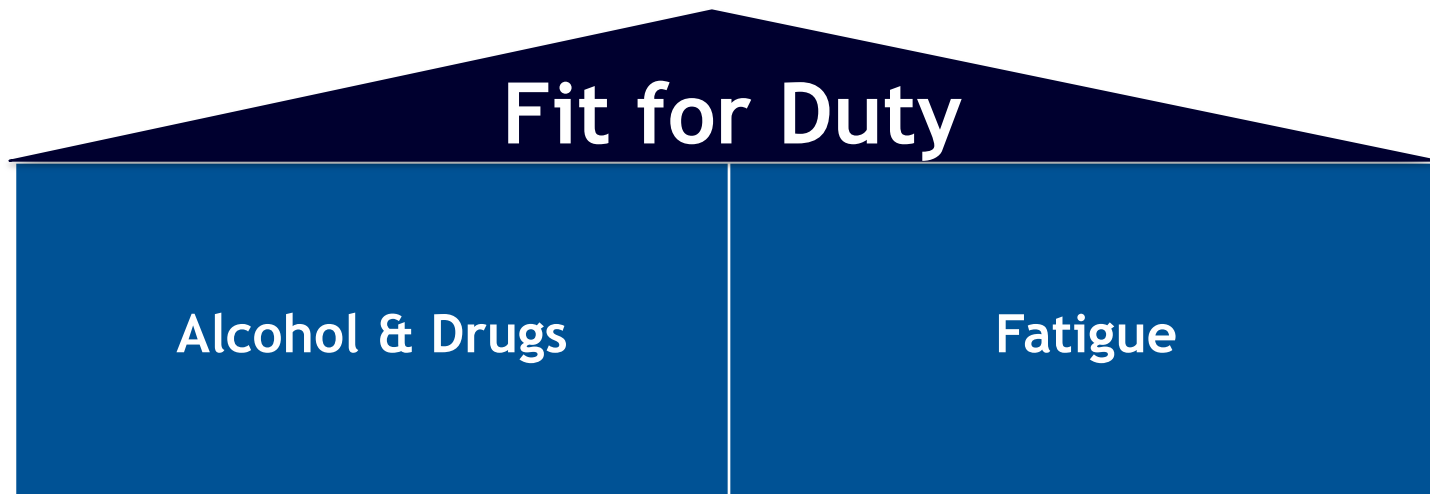
# FIT FOR DUTY

- » 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 workplace exposures?
- » This is not about blaming workers



## WHY FIT FOR DUTY?

- » 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.)?
  - Working with a chemical that can impact fitness for work and the only defense is a respirator?

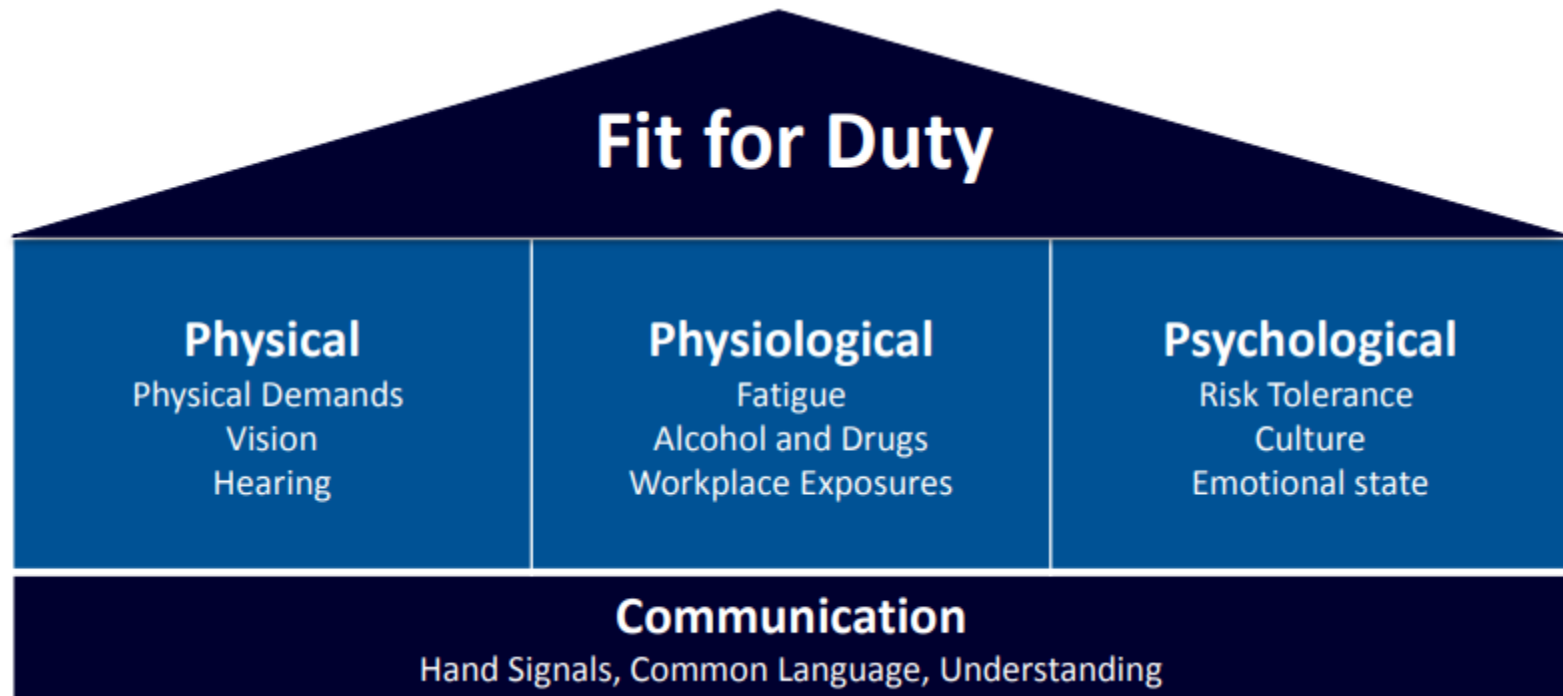
# FIT FOR DUTY DEFINITION

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 ASSESSMENT AND WORKPLACE EXPOSURES

- » What are your thoughts on the risk significance of one worker being overexposed one day out of the year to a chemical mixture that causes narcosis (high on hydrocarbons)?
  - How much effort would you devote to resolving uncertainty (on-going sampling or measurement) with such an exposure?
  - How much effort would you devote to controlling such an exposure?
  
- » What if I told you this worker pilots a helicopter just after they are overexposed. Does this change your thoughts on the risk?
  
- » What capacity exists in your system of controls to prevent an exposure that could lead to a serious incident?

# RISK ASSESSMENT AND WORKPLACE EXPOSURES

- » What type of workplace exposure situations or health effects would you consider related to fit for duty?
  - Availability or inability to use oxygen (asphyxia, hypoxia or anemia)
  - Inability to think or function (CNS impairment)
  - Nausea and headache
  - Eye and respiratory irritation
  
- » 70% of the approximately 700 chemicals that have exposure limits have health effects similar to those described above as the basis for their occupational exposure limits (OEL).
  
- » Workplace exposures are connected to fit for duty more than we know!



## CAPACITY TO FAIL SAFE

- » Where in your operations are you vulnerable to workplace exposures that may impact fitness to work? Think about exposure situations that:
  - Rely on personal protective equipment as the primary barrier
  - Occur to an isolated worker (working alone)
  - Occur during high stress or demanding work
  - Involve the operation and control of hazardous energy during the exposure or shortly thereafter (operating machinery, vehicles, etc.)
  
- » Can you add additional barriers so that you have the capacity to fail safe if an unprotected overexposure occurs?

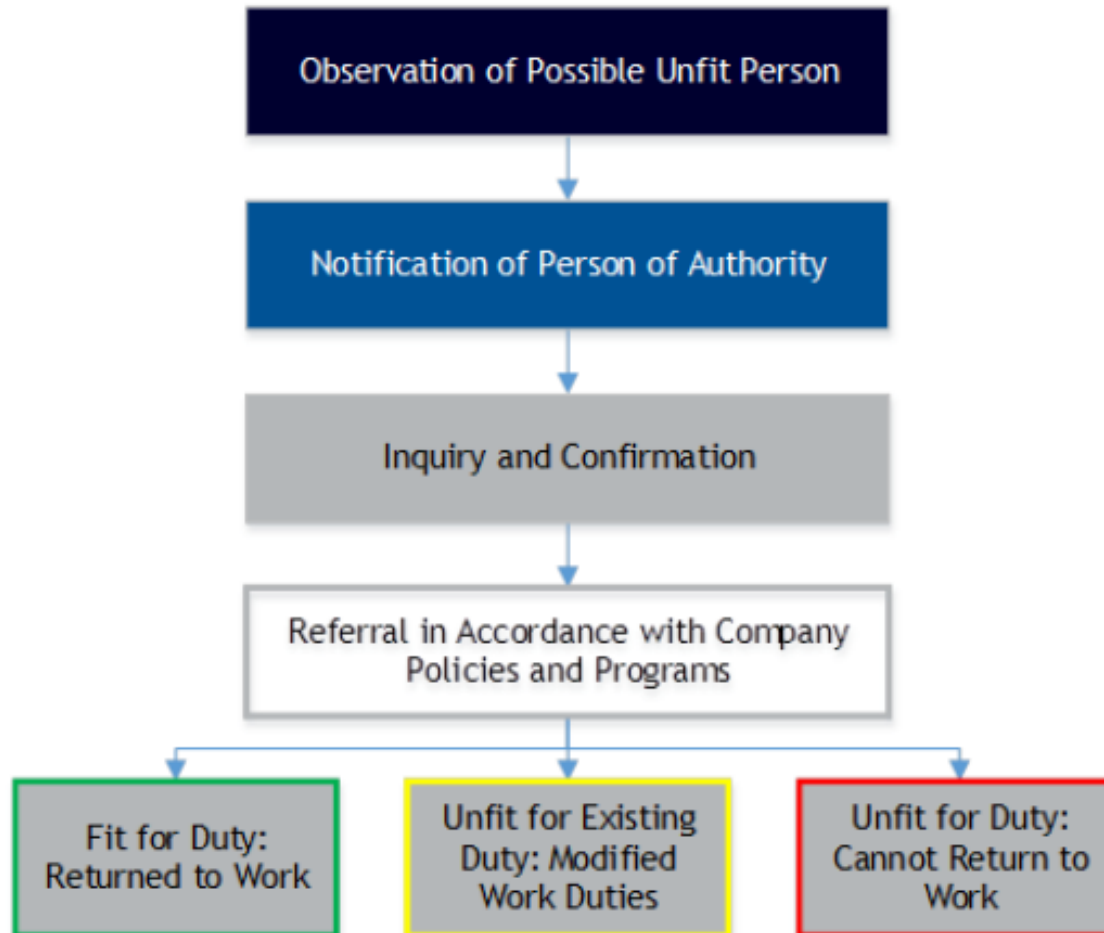
# FIT FOR DUTY - LIFE SAVING RULE

- » 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 workplace exposures may have been a causal factor.
- » What workplace exposures exist in your operations that could impact fitness for work?
- » Are your exposure controls good enough to prevent a serious incident related to fit for duty?

# QUESTIONS?