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?
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:

• 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

Physical
- Physical Demands
- Vision
- Hearing

Physiological
- Fatigue
- Alcohol and Drugs
- Workplace Exposures

Psychological
- Risk Tolerance
- Culture
- Emotional state

Communication
- Hand Signals, Common Language, Understanding

Setting the standard in oil and gas safety
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
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 any 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

1. Observation of Possible Unfit Person
2. Notification of Person of Authority
3. Inquiry and Confirmation
4. Referral in Accordance with Company Policies and Programs
   - Fit for Duty: Returned to Work
   - Unfit for Existing Duty: Modified Work Duties
   - Unfit for Duty: Cannot Return to Work
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.
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?