LIFE SAVING RULES
Toolbox Talk
Fit for Duty
OUTLINE

• 10 Life Saving Rules
• Description of Fit for Duty Rule
• Additional Guidance
• Roles & Responsibilities
• Example Violations
• Related Life Saving Rules
• Summary
ENERGY SAFETY CANADA’S 10 LIFE SAVING RULES

- CONFINED SPACE
- WORKING AT HEIGHT
- WORK AUTHORIZATION
- ENERGY ISOLATION
- LINE OF FIRE
- BYPASSING SAFETY CONTROLS
- DRIVING
- HOT WORK
- SAFE MECHANICAL LIFTING
- FIT FOR DUTY
FIT FOR DUTY 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
ADDITIONAL GUIDANCE

- Workers or supervisors in an appropriate **physical and mental state** to conduct their assigned duties are:
  - Physically capable of performing the duties (physical demands analysis)
  - Rested (not fatigued)
  - Mentally alert (mind on task)
  - Able to effectively communicate to their supervisor and co-workers
  - Not under the influence of drugs and alcohol
AS A SUPERVISOR

- I ensure I know how to recognize the signs of a worker who is not fit for duty
- I ensure I investigate and take action if I have reason to believe a worker may be unfit for work
- I ensure workers are physically capable of completing the assigned duties and have the necessary communication skills
- I ensure workers under my supervision are not subject to harassment or violence, as that may impact their fitness for work
- I ensure harassment or violence incidents are investigated and corrective action is taken
AS A WORKER

• I notify my employer of any medical condition that may influence my ability to perform work safely
• I notify my employer if I am using over-the-counter medications that may influence my ability to perform work safely
• I am not under the influence of legal or illegal drugs, alcohol, or substances that influence my ability to perform my assigned duties
• I do not participate in harassment or violence, and I notify my supervisor if I observe these unacceptable behaviours
• I ensure any physical or mental limitations are identified and communicated to my supervisor for effective management
• I notify my supervisor if I or another co-worker may be unfit for work
EXAMPLE VIOLATIONS

• A worker or supervisor participates in or knowingly condones workplace harassment
• A worker or supervisor fails a drug or alcohol test
• Using illegal drugs at site
• A worker or supervisor is taking prescription medication or over-the-counter medication that is likely to affect their performance and have not disclosed this to their employer
• An unfit worker is observed but not reported
SUMMARY

- Know your role and responsibilities in relation to the Fit for Duty rule
- Notify your supervisor immediately if you are unsure about how to comply with this rule in your work environment
- If you see a potential violation of the Fit for Duty rule, intervene – it could be the last chance to prevent a fatality
- Consistent application of the Life Saving Rules equates to saved lives
- These rules are essential to achieving industry’s shared vision: zero injuries, zero incidents
QUESTIONS?