

**ENERGY
SAFETY
CANADA**

Fit for Duty



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Robert's grass story



Setting the Standard in Oil and Gas Safety

Threads of Life Stories of Tragedy

Introducing Blaine Nittel



Blaine Nittel

"Blaine was 23 years old and spent a lot of his spare time helping his dad, Bruce. We bought a new calf table in the spring of 2012 and he helped Bruce place it in the branding pen. Blaine planned to be the fourth generation on our family farm or, as Blaine liked to call it—The Ranch."

- Memories of Wendy-Ellen Nittel

Blaine was moving a service rig along a treacherous highway with minimal shoulder and very steep ditches. Somehow, on this busy road where truckers and school buses compete for space, Blaine's truck veered off toward the ditch. He tried to correct and come out, but the pump truck rolled and Blaine was crushed. His co-workers desperately tried to rescue their colleague, but there was nothing that could be done to save him. Why Blaine's truck veered into the ditch is not known.



Fit for Duty

The fit for duty rule focuses on being physically and mentally in a state to perform work.

Why Fit for Duty?

- We know that fatigue, alcohol and drugs, mental health and a variety of other stressors impact both worker performance and health and safety
- Many companies formally manage a few of these
 - Often limited to alcohol and drugs and fatigue, and almost always in isolation of each other
- Regulations are moving in this direction
 - CSA Standard (Psychological Safety)
 - Violence, harassment and bullying
 - Impairment (WorkSafe BC)
 - Canadian Nuclear Safety Commission
- What does fit for duty mean to you? (Poll Question)

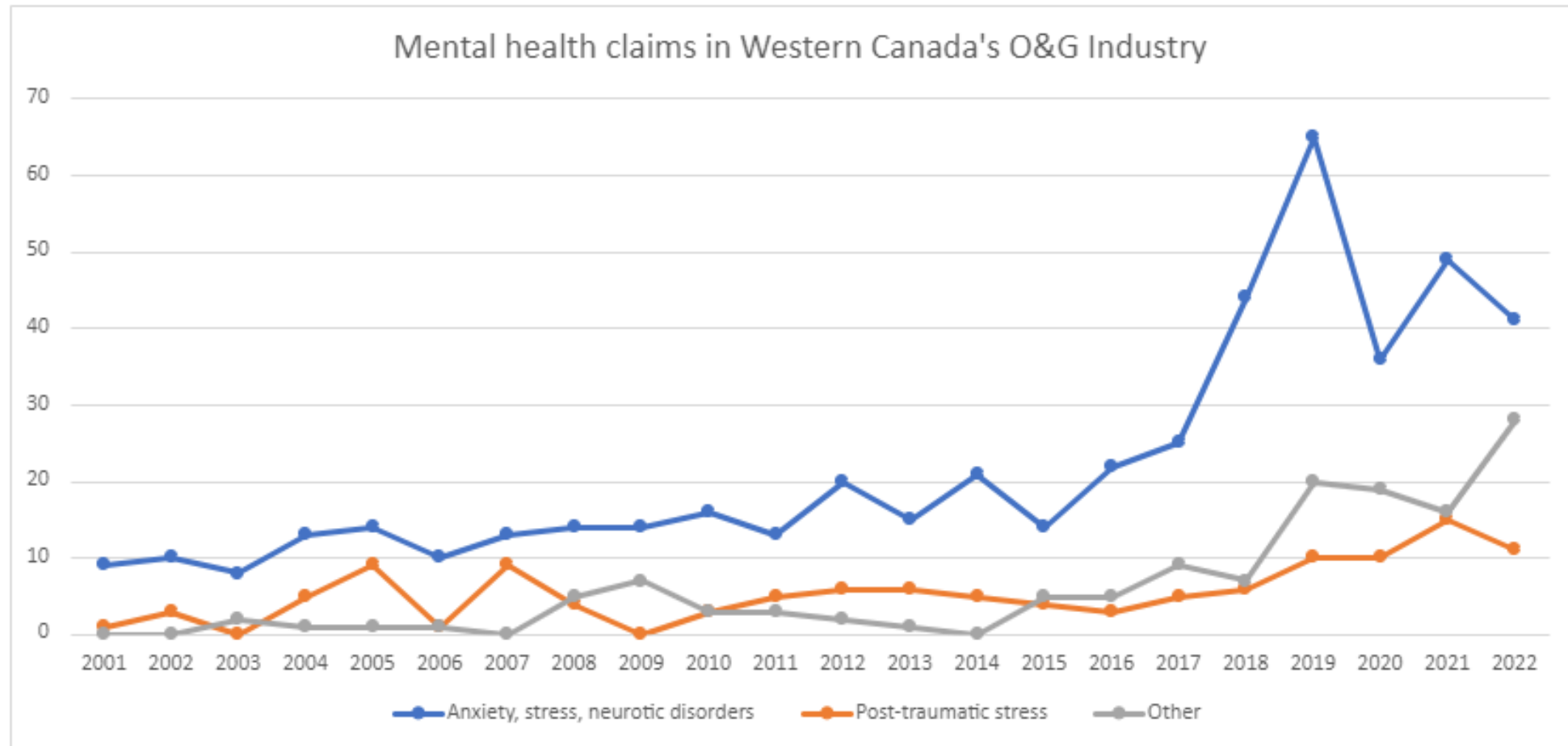
Video

WorkSafeBC Video

<https://youtu.be/RhqUiqXY0eo>



Mental health claims



Western Province WCB Oil and Gas Funding Codes

Stats verses reality

- What we know verses what we can show
- WCB data limitations
- Company lagging and leading indicators
 - Where is fit for duty?
- Investigation protocols
 - Indirect causes and corrective actions
 - Context

Common practice - two areas addressed



Fit for Duty - some examples

- How do you manage these risks to workers...
 - 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 a valid drivers' license, but reduced vision?
 - With phobias - fear of heights, claustrophobia, etc.
 - With a 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 in remote locations by themselves for extended periods?
 - Working in an unfamiliar environment or country?
 - With a combination of mental, physical and physiological stressors?

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 is an umbrella strategy that 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.

Areas to address to ensure fit for duty



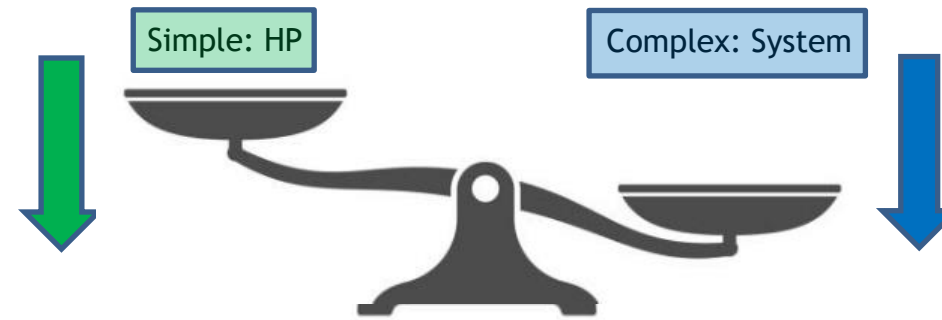
Human or systems focus

Where is your focus?

- Poll Question Results
- Social psychology
- Complexity
- System thinking

- Physical ability
- Vision & Hearing
- Fatigue
- Alcohol and Drugs
- Phobias

- Physical demands
- Respectful Workplace
- Remote Work and Living
- Cultures
- Workplace Exposures (25%)

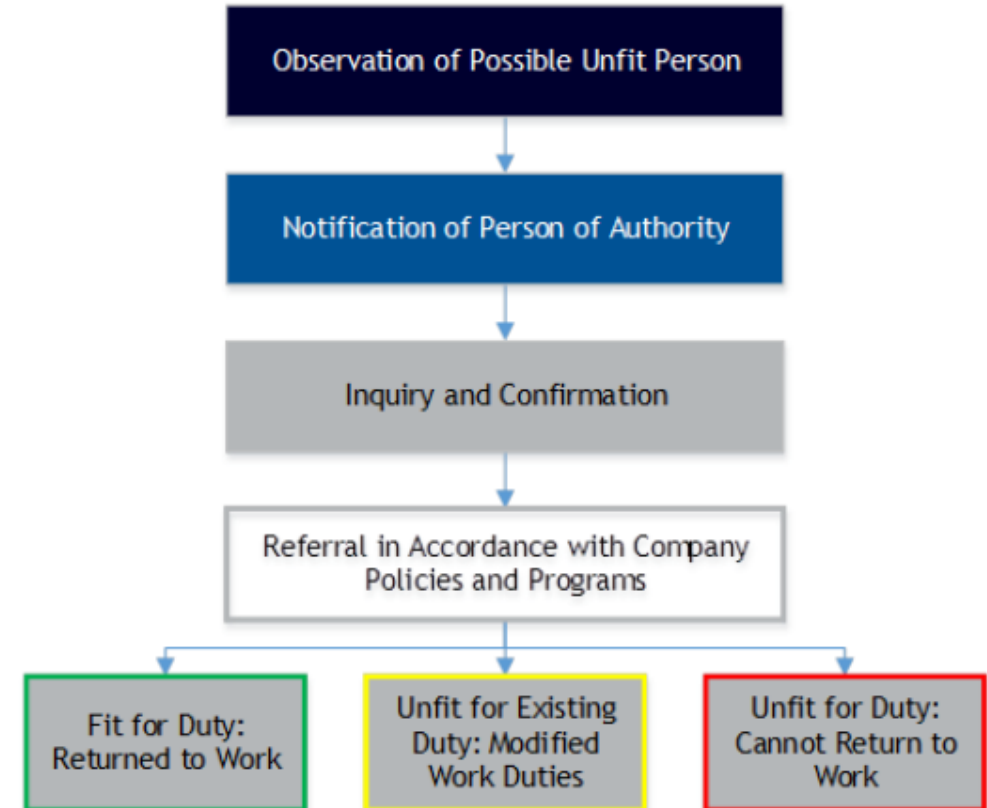


Fit for Duty - Life Saving Rule

- 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



Identification and management of an unfit person

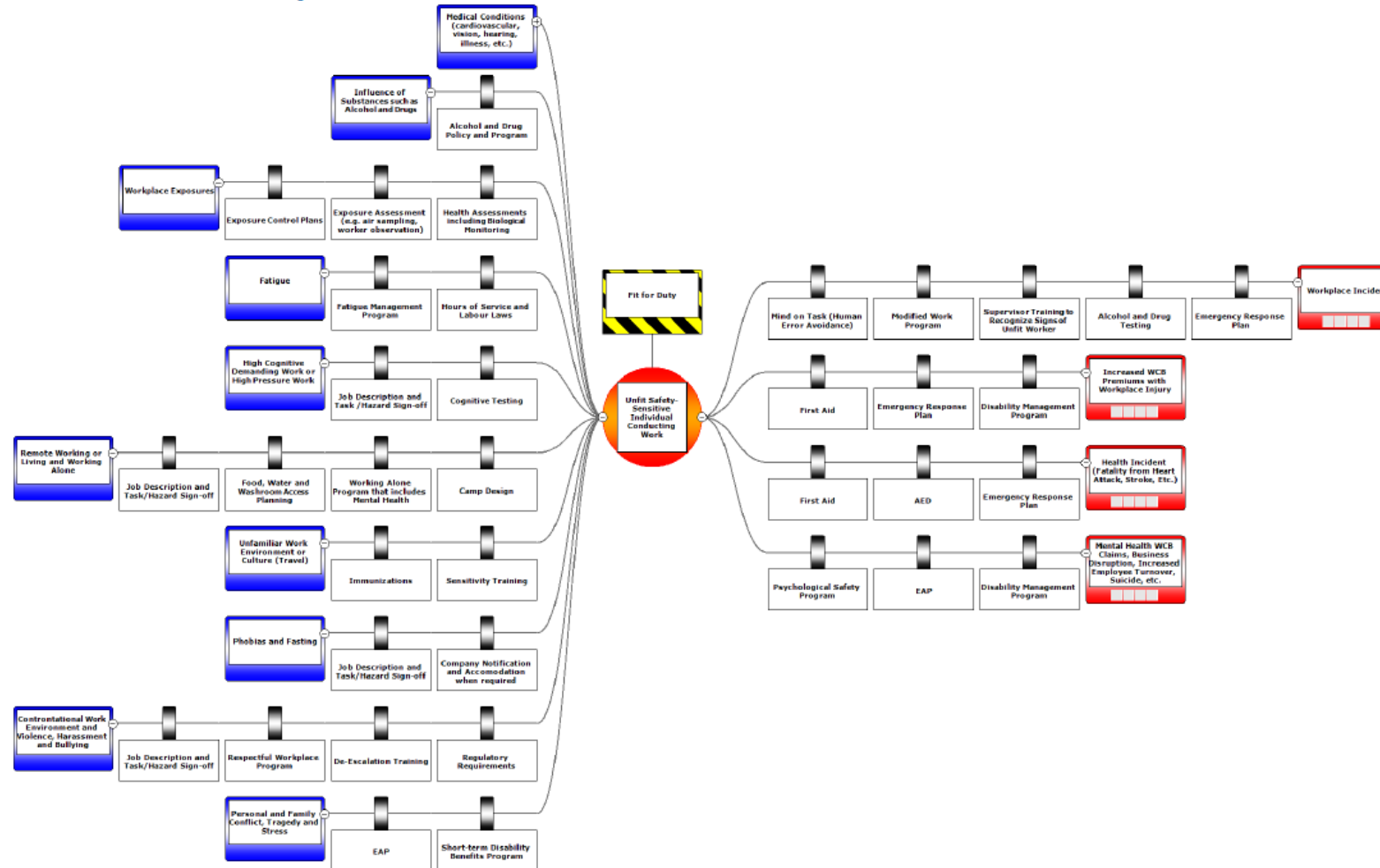


Risk assessment

- Pre-existing conditions
- Physical work
- Safety sensitive
- 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 and harassment and bullying

Risk assessment

Appendix D: Bowtie Example



*Threats are represented in blue on the left with the event in the middle and consequences on the right in red. Barriers are represented by the black-outlined boxes.

Fit for Duty

- This is not about blaming workers
- This is about helping people, creating capacity and setting workers and companies up for success in the safe execution of work
 - Do your workers and controls have the capacity to handle a failure?
 - Where are your rumble strips?



Questions

<https://www.energysafetycanada.com/Resource/Guidelines-Reports/Fit-For-Duty>

