



FITNESS FOR WORK

Philosophy and Implementation Strategy

Presented

by

Alistair Box

General Manager

PRIMEPSYCH



Fitness for Work



The 4 Pillars of FFW

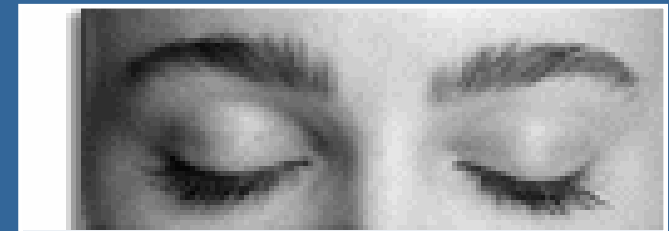
- Alcohol and Other Drugs (AOD)
 - origins of FFW
 - clear link between consumption and impairment
 - challenge of detection vs impairment
 - developments in assessment



The 4 Pillars of FFW

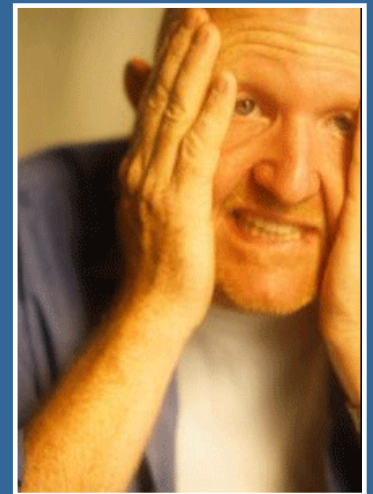
- **Fatigue**

- increased profile in recent years
- clear link to impairment
- issues with assessment
- often under reported
- management challenges



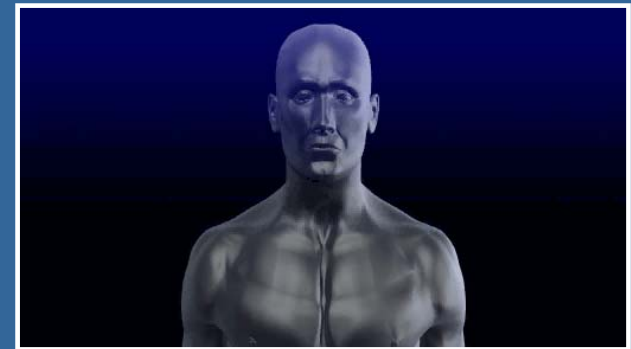
The 4 Pillars of FFW

- Stress / Anxiety / Depression
 - common and under reported
 - significant distractions
 - supportive supervision
 - support programs (EAP / peer support)



The 4 Pillars of FFW

- **Medical and Health Issues**
 - managed well by organisations
 - focus on pre-employment assessment (eg. fatigue)
 - comprehensive health programs
 - rehabilitation support



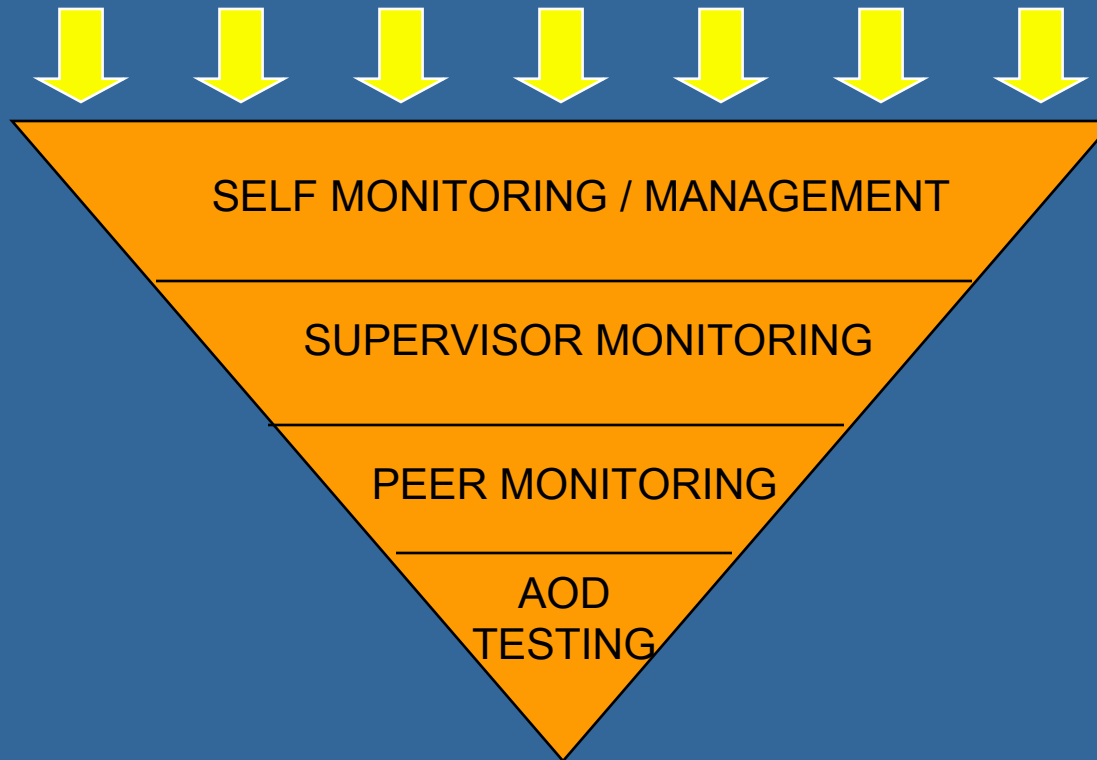
The Nature of FFW Issues

Falls asleep at work



Strategies for Addressing FFW

Education and Training



Implementation Psychology

- Workforce engagement
 - Set the parameters
 - Participation – key stakeholders
- We are dealing with change
 - Organisational change (Culture)
 - Individual change
- Ingredients of change
 - Pressure
 - Support

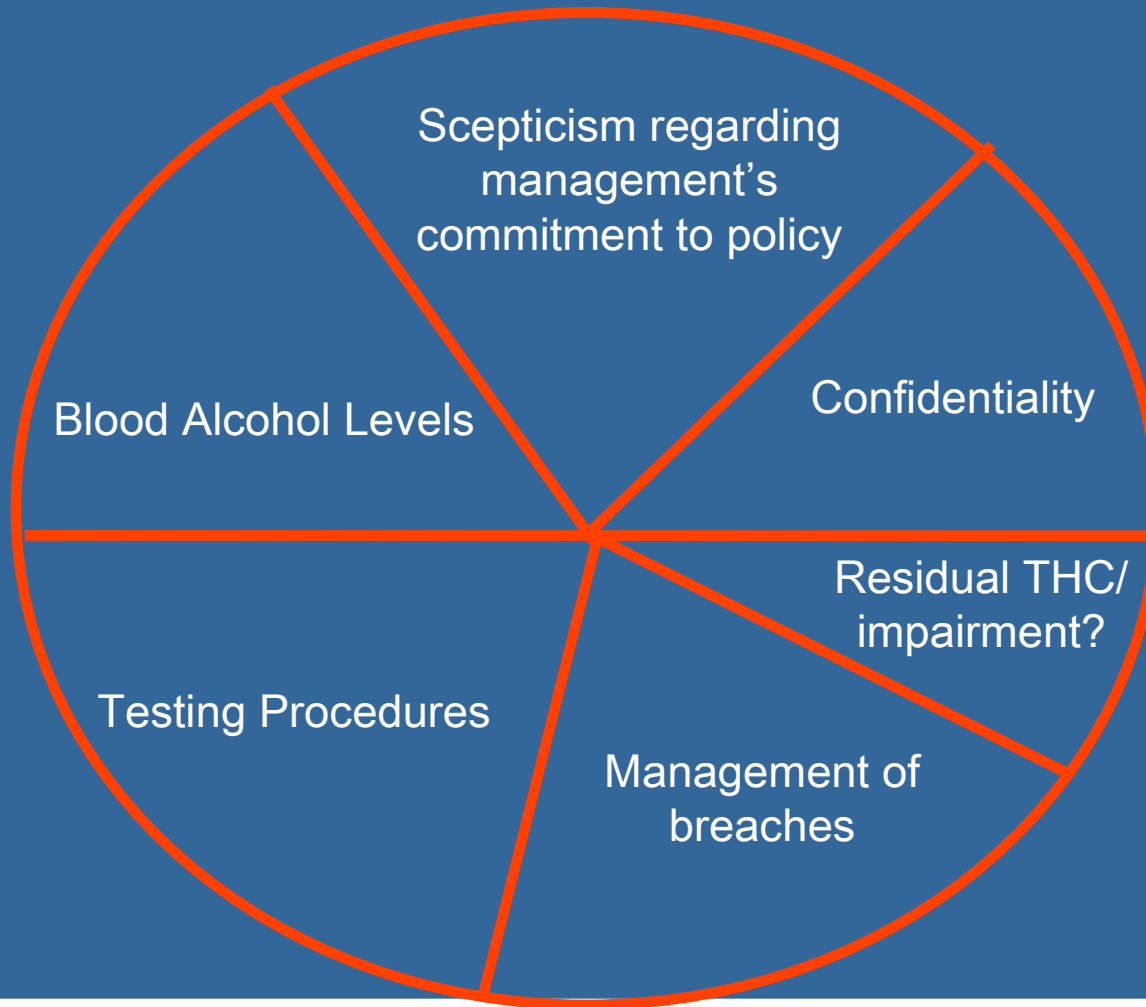




Successful programs

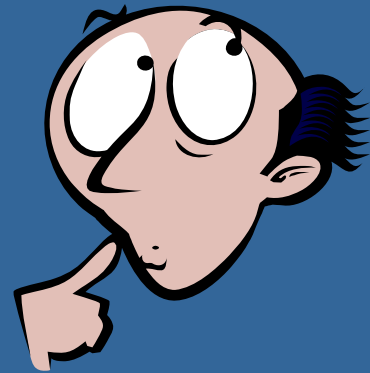
- **Focus on Safety** – Not morality
- **Focus on Safety** – Not whether substance is legal/illegal
- **Focus on managing risk** – Not identifying impaired or affected employees
- **Focus on Education and Rehabilitation**
- **Empower employees to make informed and healthy decisions** – Responsibility will then lie with them
- **Continue to educate and inform**

Key FFW Issues



Challenges for the future

- Fatigue management
- Testing methodologies
 - Alcohol and other drugs
 - Fatigue
 - Stress / depression / anxiety
 - Medical / health
- Increase in illicit stimulant drug use
 - Amphetamines / methamphetamine / MDMA
- Logistical issues for off shore facilities
- Supervisors - education and support





Summary

- Adopt a comprehensive and integrated approach
- Set parameters
- Empower and engage stakeholders
- Supervisors have critical role
 - support
 - education
- Focus on education