

Preparing for a Summer of Safe Work

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Now that the summer is upon us it's a great time for companies, supervisors, Human Resource and H&S Professionals to make sure that all their bases are covered with a Fit for Duty policy *and* Fit for Duty training.

Often people feel comfortable knowing that they have a Fit for Duty policy in place. This is just one piece of the protective shield of due diligence.

Without employee and supervisor Fit for Duty training *in addition to* a compliant Fit for Duty policy, supervisors, directors of companies and other responsible persons are vulnerable to large fines, a tarnished public image and in serious cases, imprisonment.

This would be in addition to any guilt or remorse that one would likely feel if a fatality or serious injury resulted from someone not being Fit for Duty.

Some companies don't even have a Fit for Duty policy, this is a grave error and puts everyone's safety at risk.

The way to mitigate risk and be able to demonstrate due diligence is to ensure compliance with Section 25 of the OHSA specifically clause 25(2)(h) which states: "*the employer is required to take every precaution reasonable in the circumstances for the protection of a worker*"

In relation to Fit for Duty having a written, compliant, and communicated policy *combined* with specific training for supervisors and workers is essential.

The expense for the above is a tiny fraction of the costs that would be incurred should an incident occur on the jobsite. It is the responsible, ethical thing to do.

Start the summer off safe.

If you know your Fit for Duty policy is outdated or you haven't trained your supervisors, workers, and responsible persons, make a commitment to protect yourself and those who rely upon you and get it done.

If you have questions, need training or literature please contact Julian directly:

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Services: Fit for Duty/Drug and Alcohol policy development, Fit for Duty/Drug and Alcohol training, Employee Substance Abuse Assessments.

Preferred provider of Fit for Duty/Drug and Alcohol training Eastern Construction Ltd.