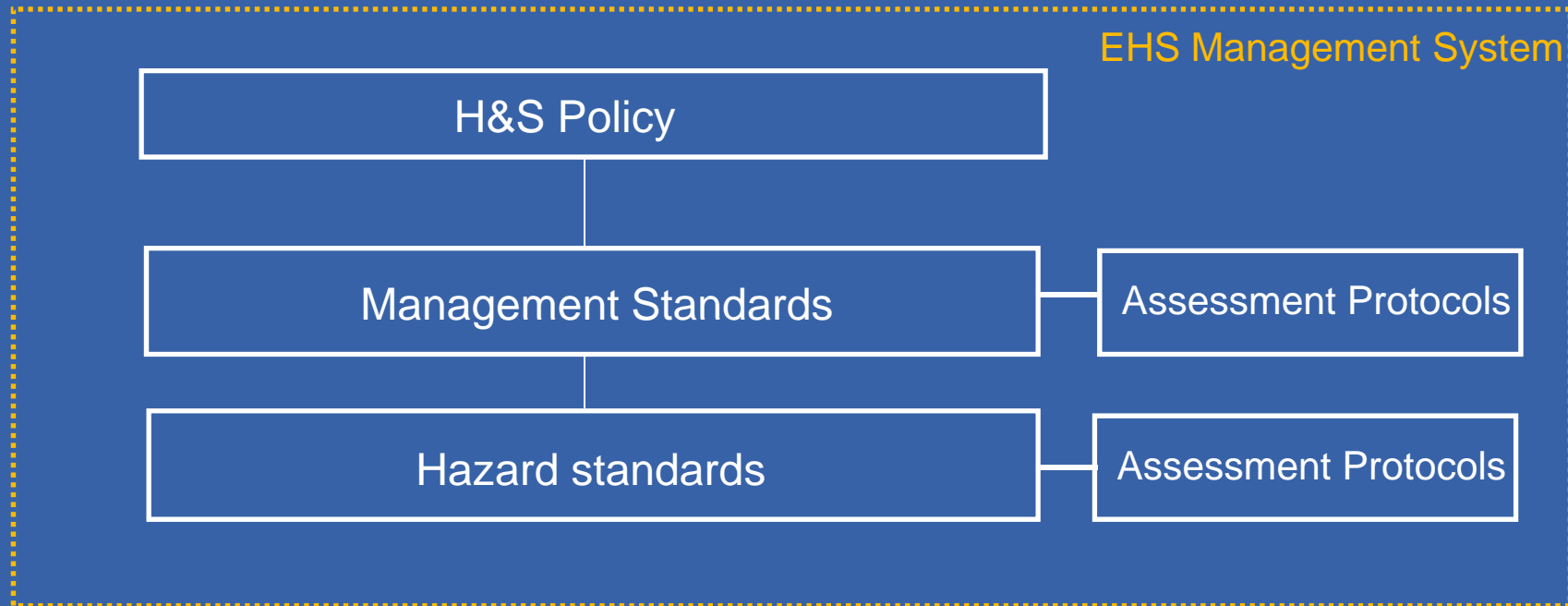


# Drill Safe Fitness for Work Discussion

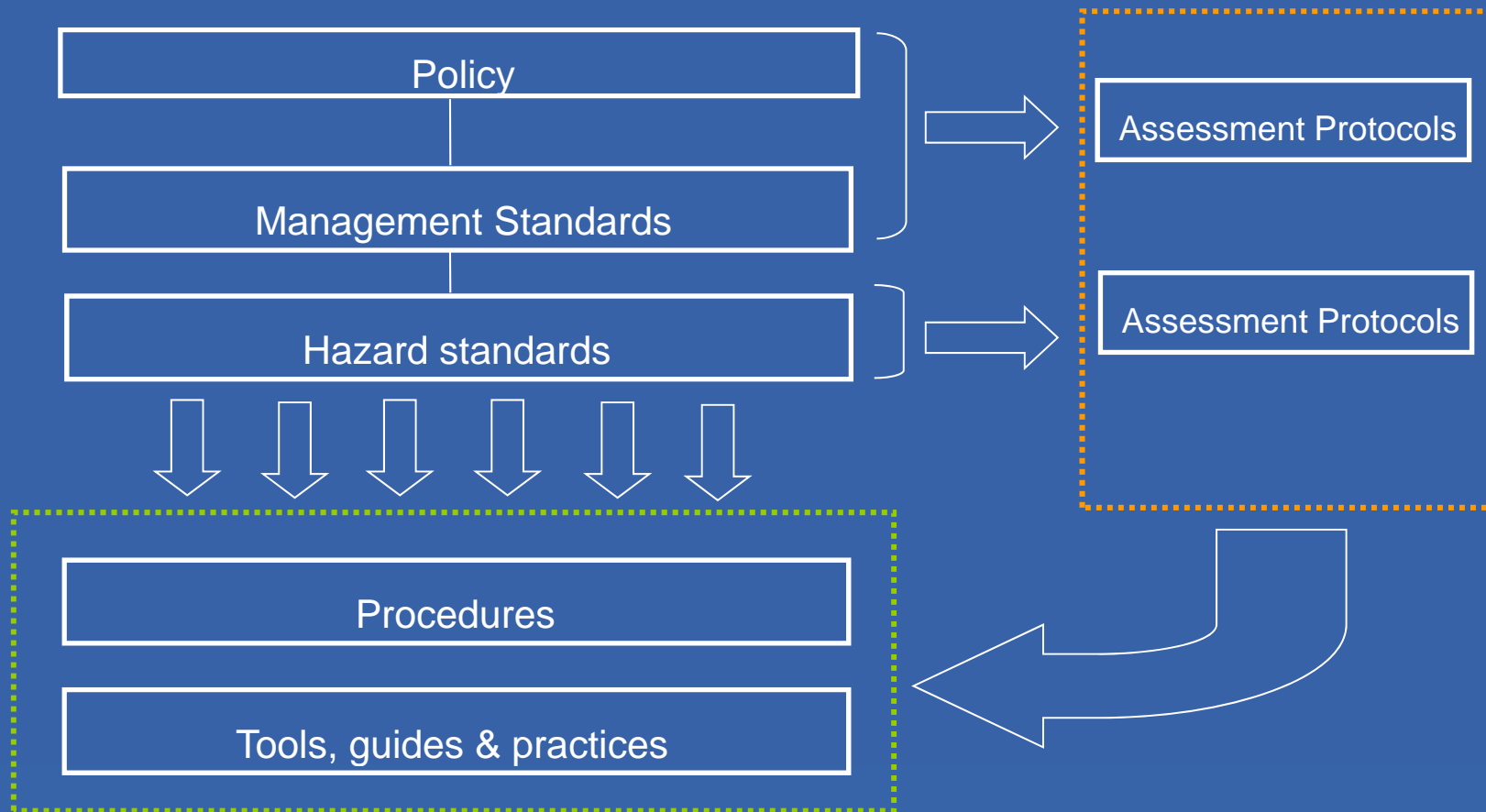
# Fitness for Work

Fitness for work will be introduced as a hazard standard within Santos' EHS Management System.....



# Fitness for Work

Assessments will be conducted to determine conformance



# Fitness for Work

A benchmark study was conducted to commence the development of the standard...

- Two industry reviews conducted
  - By Santos (3Q03)
  - By APPEA (3Q03)
- Surveyed Australian oil and mining companies
- Feedback obtained from two reviews:
  - 7 oil and gas, and
  - 6 mining companies

# Santos Review – Oil & Mining

Physical fitness	Oil & Gas (3)	Mining (6)
Minimum physical requirements	2	1
Specific to roles	2	0
Educational	3	5
Drugs & Alcohol		
Pre-employment	2	5
Incident	2	4
Cause	3	4
Random	2	5
Response		
Tiered	2	5
Employee Assistance	3	5

# Santos Review – Oil & Mining

Fatigue Management	Oil & Gas (3)	Mining (6)
Basis of shift design	0	Partial
Maximum working hours	2	2
Monitoring	0	0
Educational	3	5

# APPEA Review – Fitness for Work

Application	Oil & Gas (7)	Comments
Onshore/Offshore site based employees	7	
Office based support employees	4	Select staff eg offshore travellers
Physical Assessment		
General	7	
Audiometric	7	For field positions
Lung Function	6	
Flexibility / Strength	2	
Aerobic Fitness	2	

# APPEA Review – Fitness for Work

Drugs & Alcohol	Oil & Gas (7)	Comments
Pre-employment	6	
Ongoing	4	Some risk based, one for safety sensitive roles
Fitness for Work		
Ongoing - outright	3	One for only safety sensitive roles
Ongoing as part of training requirements	3	Eg HUET – offshore helicopter training

# Common themes from Industry Review

Best practice “Fitness for Work” elements appear to be....

- Education - physical fitness, fatigue management
- Physical assessments
- Implementing drug and alcohol testing
  - *Pre-employment, incident, for cause, random, and voluntary*
  - *Thresholds for drug testing based on AS4308*
  - *Tiered supportive response (warning, counselling, dismissal)*
  - *Employee assistance*
- Establishing maximum work hours

# Proposed Fitness for Work elements

Preventative	Remedial (Identification of impairment)
Routine health assessments	Drugs & Alcohol Pre-employment, Cause, Random, Incident, Self-test
Access to fitness programs	Recognition of Physical / Psychological impairment
Education & awareness Eg D&A, fatigue, stress, nutrition, shift work, health	
Working hour guidelines	

# Implementation plan

- Conduct industry review*
- Distribute industry review to OH&S committees for discussion*
- OH&S Committees to provide comments on other items to include in standard and suggestions on way to implement*
- Draft standard based on industry review and feedback from OH&S committees*
- Table “Health & Wellbeing Standard” with Management EHSMS Review Group*
- Distribute Draft “Health & Wellbeing Standard” to committees for review*
- Commence Implementation (3<sup>rd</sup> Quarter 04)*