



Fitness for Work - Addressing a Foreseeable Risk

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What is Fitness for Work?



Potential Impairment

Shorter term - effects of stress, fatigue, and drugs & alcohol

Applies to Everyone

Medical & Physical Fitness

Longer term - effects of illness, injuries and reduced physical capacity

Specific to Job, Environment

Potential Impairment

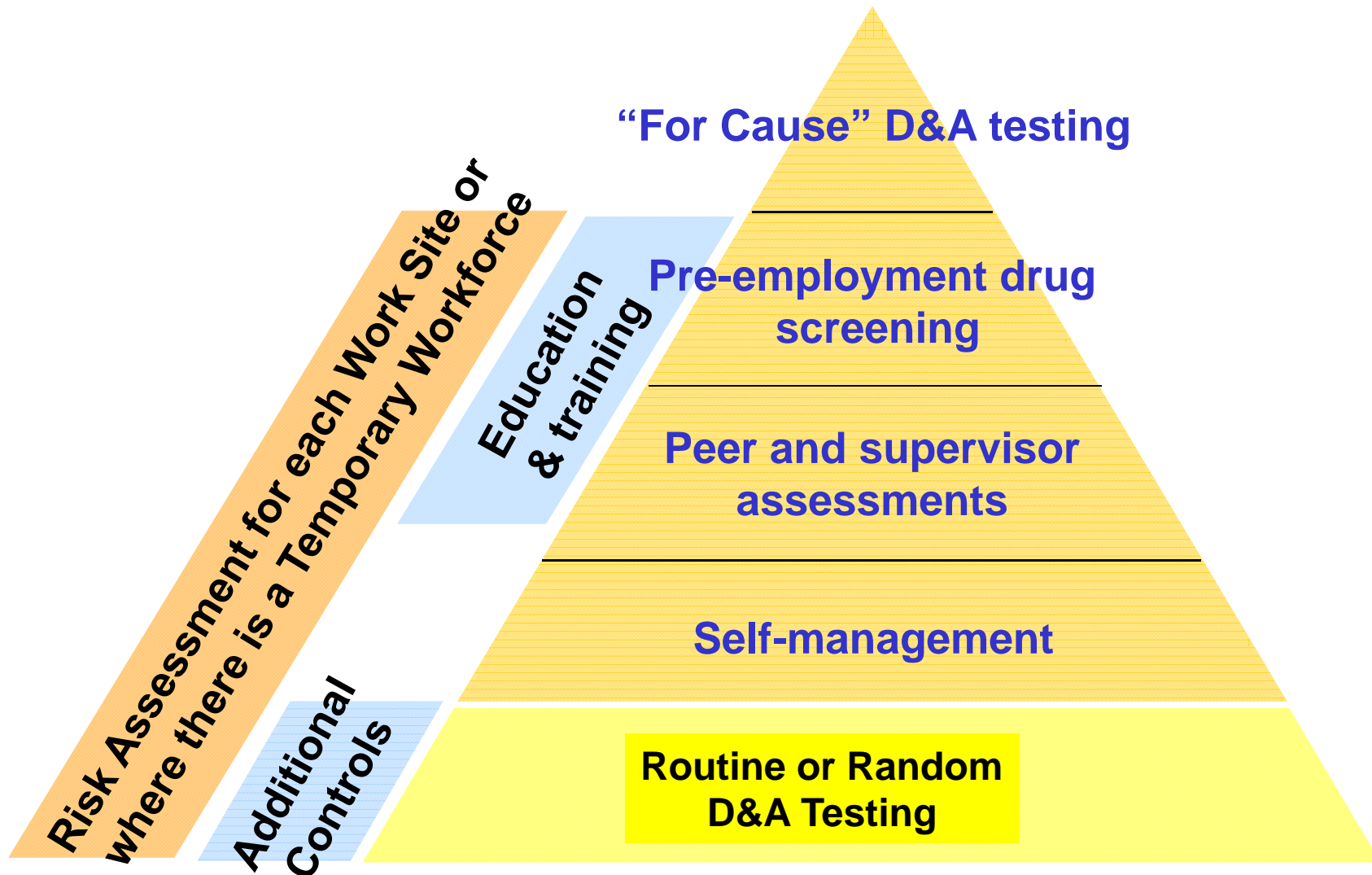
What was the outcome...

Base Policy applied to the entire organisation -
sets out the aims, strategies and
responsibilities

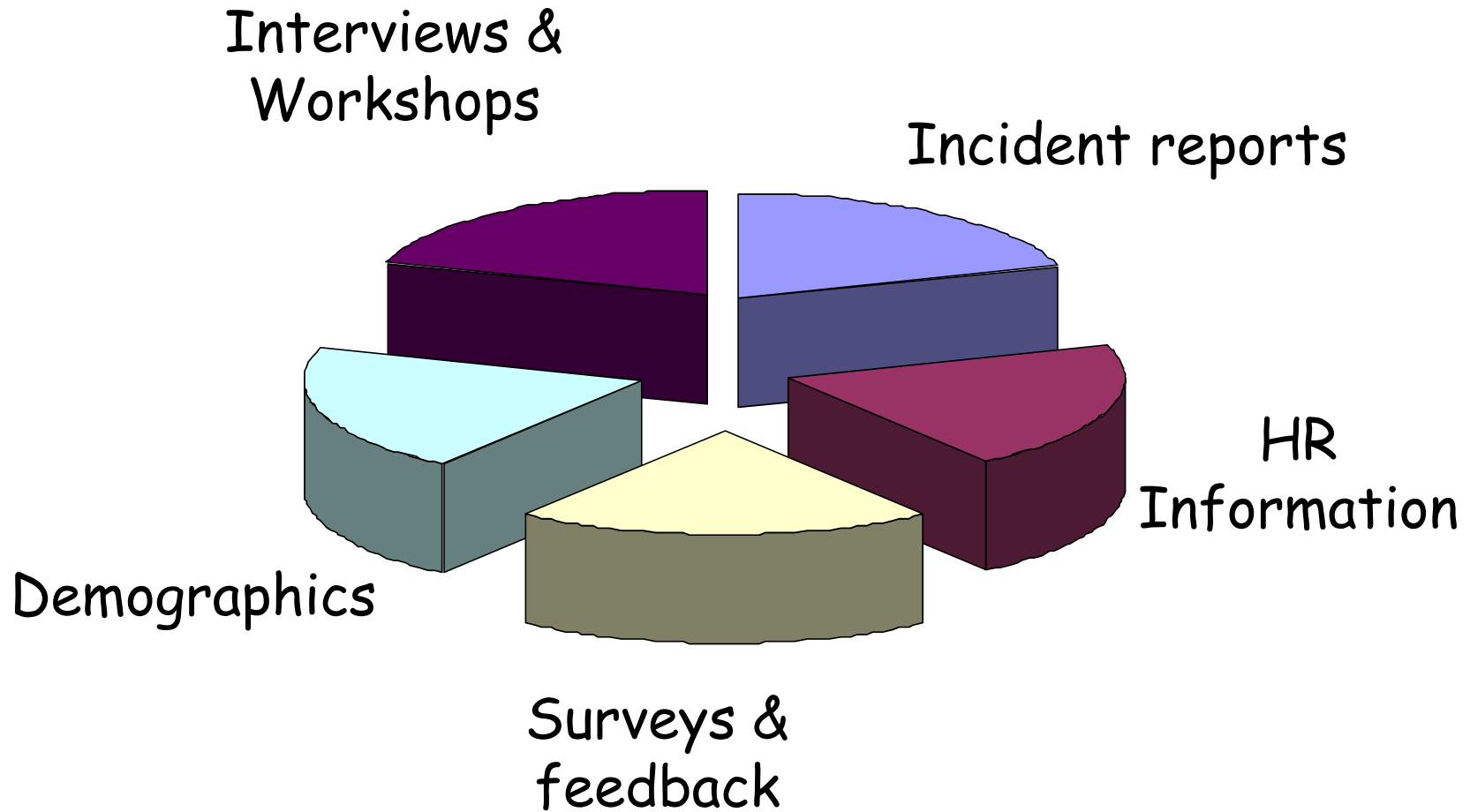
...and...

Site Risk Assessments - that look at our
sites and tailor the application to the risks

How it works...



The Site Risk Assessment...



Interviews & Workshops...

Step 1: Structured discussion to identify situations and risk factors.

Step 2: Ranking of risks using risk matrix

		Consequences		
		H	M	L
Likelihood	H	Red	Red	Yellow
	M	Red	Yellow	Green
	L	Yellow	Green	Green

Risk

H	Red
M	Yellow
L	Green

Step 3: Identify strategies to address specific risks.

Medical & Physical Fitness

What are the MAPA requirements?

Job Category

Medical & Physical Testing Requirements

- Offshore Work and Travel (OWT - includes visitors and contractors)
- Offshore Emergency Response (fire fighting and rescue)
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- Pre-employment or before transfer
- Routine:
 - 4 yearly if under 45 years of age,
 - 2 yearly if 45 years of age and over, or
 - More frequently at the discretion of the examining medical practitioner or Company Doctor
- For Cause - If you, your supervisor or site manager feels there is an issue affecting an individuals safety or productivity

- Marine

- No change - AMSA medical also covers Emergency Response training

- All other employees

- Medical Declaration - can you do the job, does it need to be modified, anything we need to know for an emergency?

How's the medical structured?...

Assessment Based on
APPEA Guidelines

Medical History

Physical
Fitness
Assessments

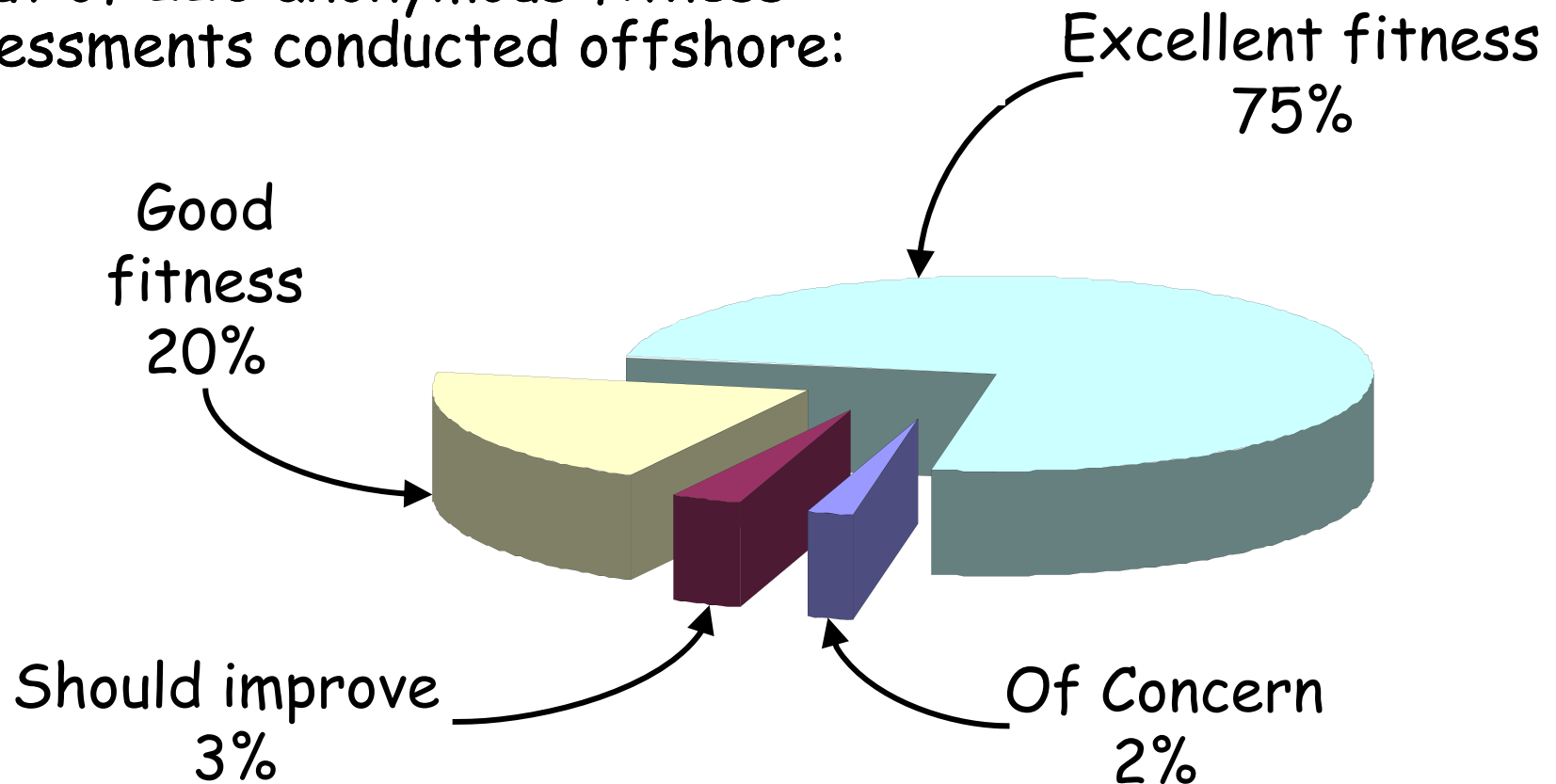
Medical
Examination

“MAPA”

What we had already learnt about Physical Fitness offshore...

Most people would have no problems meeting the standard.

Out of 220 anonymous fitness assessments conducted offshore:



Our experience to date - Medical & Physical fitness

- Apprehension related to the “unknown”
- Confusion in the early stages using the new MAPA requirements
- One issue that resulted in an incident report - clarification of some guidance material
- Individuals proactively seeking advice re: diet exercise
- Individuals taking up exercise routines

Our experience to date -

Medical & Physical fitness (2)

Findings (235 MAPAs - OWT; ER):

- BP: 17% high systolic; 16% borderline - high diastolic
- Lower back stability:
 - "Sit & Reach" test - a significant area of weakness
 - Reasonable abdominal strength
- Grip strength: generally low ratings - benchmark set too high?
- Aerobic fitness: 17% returned poor results on sub-maximal fitness test
- BMI: 62% > 25 (normal range 20 - 25) - suitability of BMI as an index of obesity?