



# *FITNESS FOR WORK*

## *Philosophy and Implementation Strategy*

Presented

by

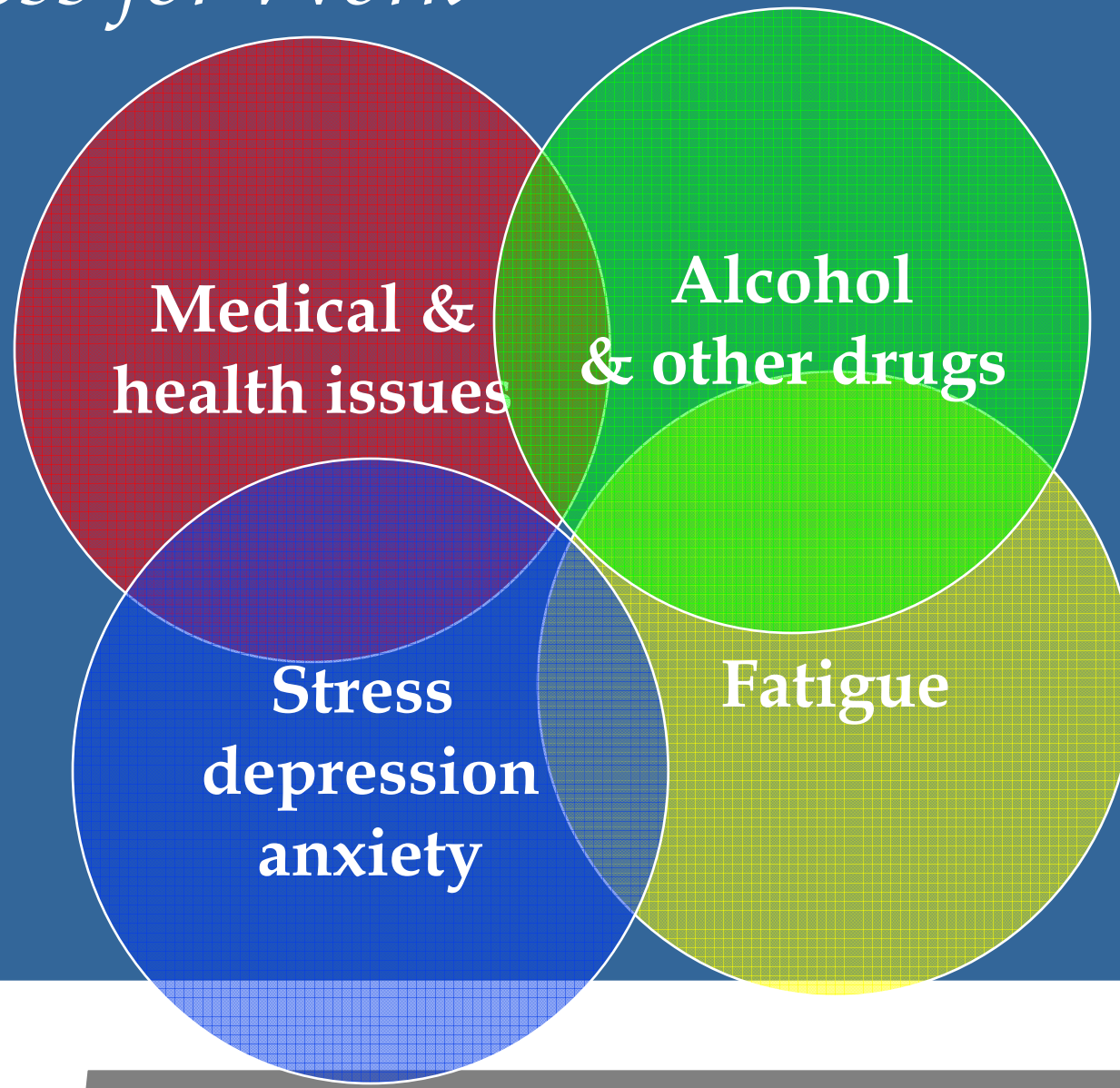
Alistair Box

General Manager

PRIMEPSYCH



# *Fitness for Work*



# *The 4 Pillars of FFW*

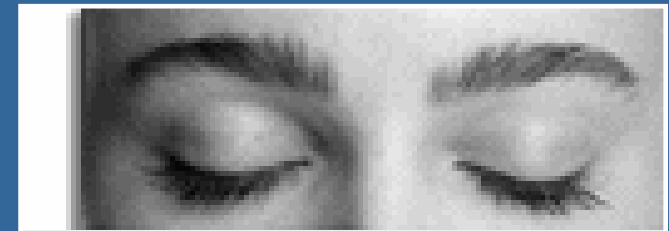
- Alcohol and Other Drugs (AOD)
  - origins of FFW
  - clear link between consumption and impairment
  - challenge of detection vs impairment
  - developments in assessment



# *The 4 Pillars of FFW*

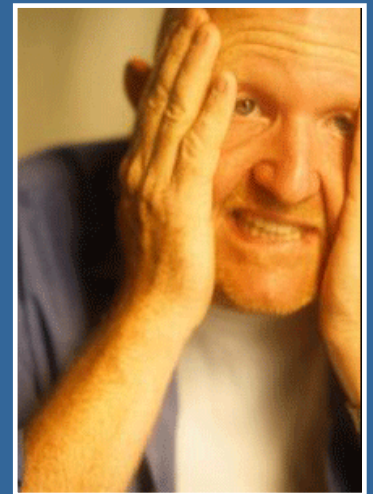
- **Fatigue**

- 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)



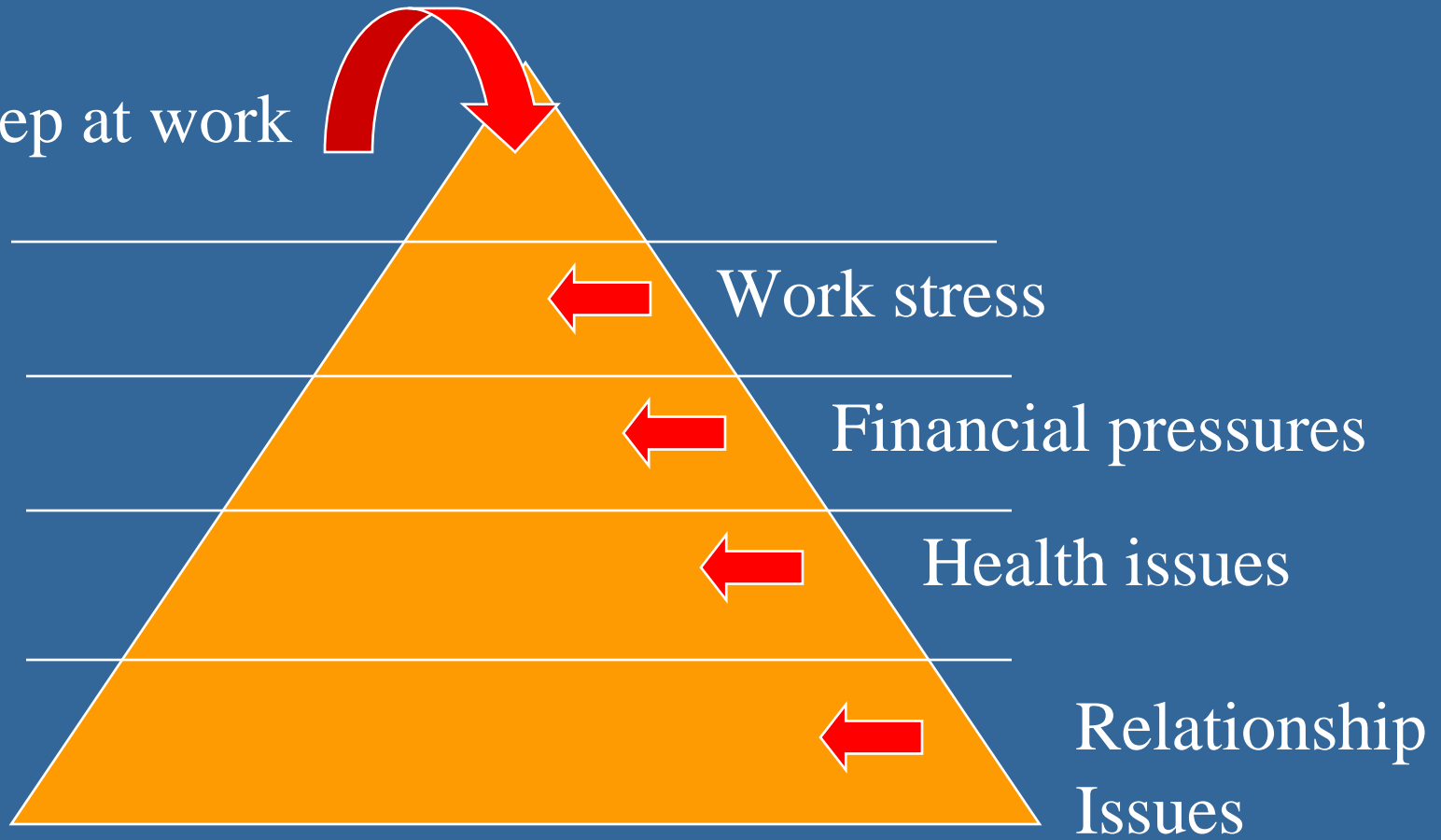
# *The 4 Pillars of FFW*

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



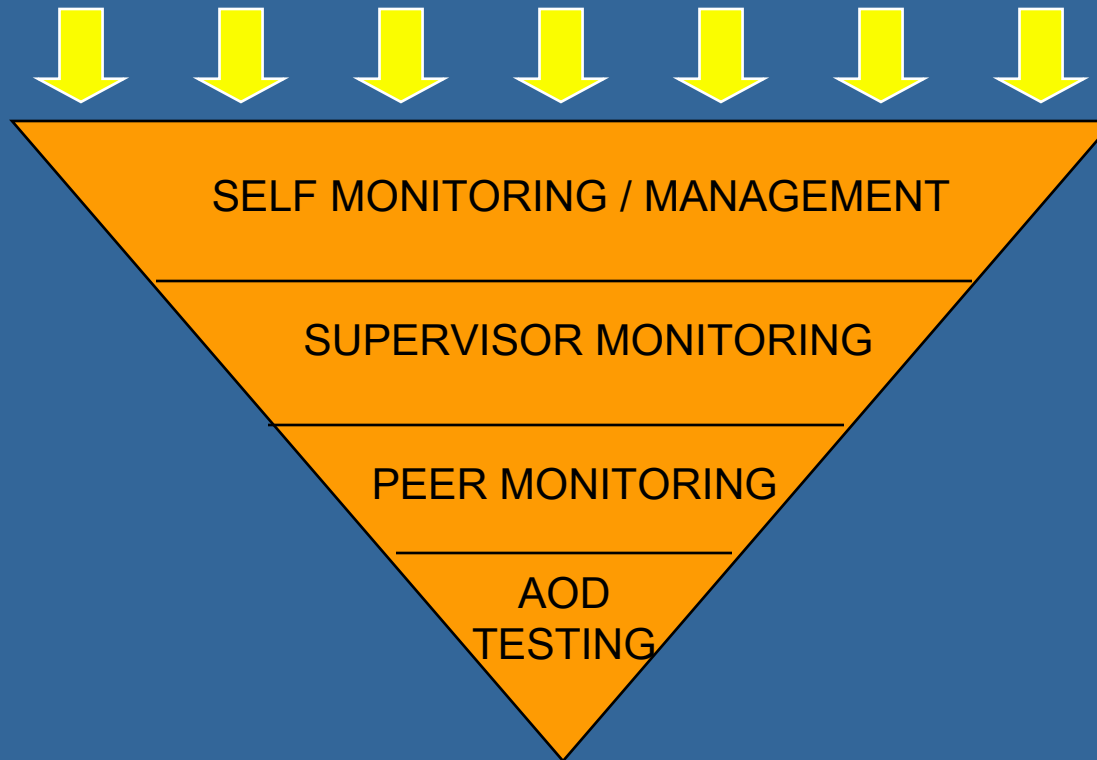
# *The Nature of FFW Issues*

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

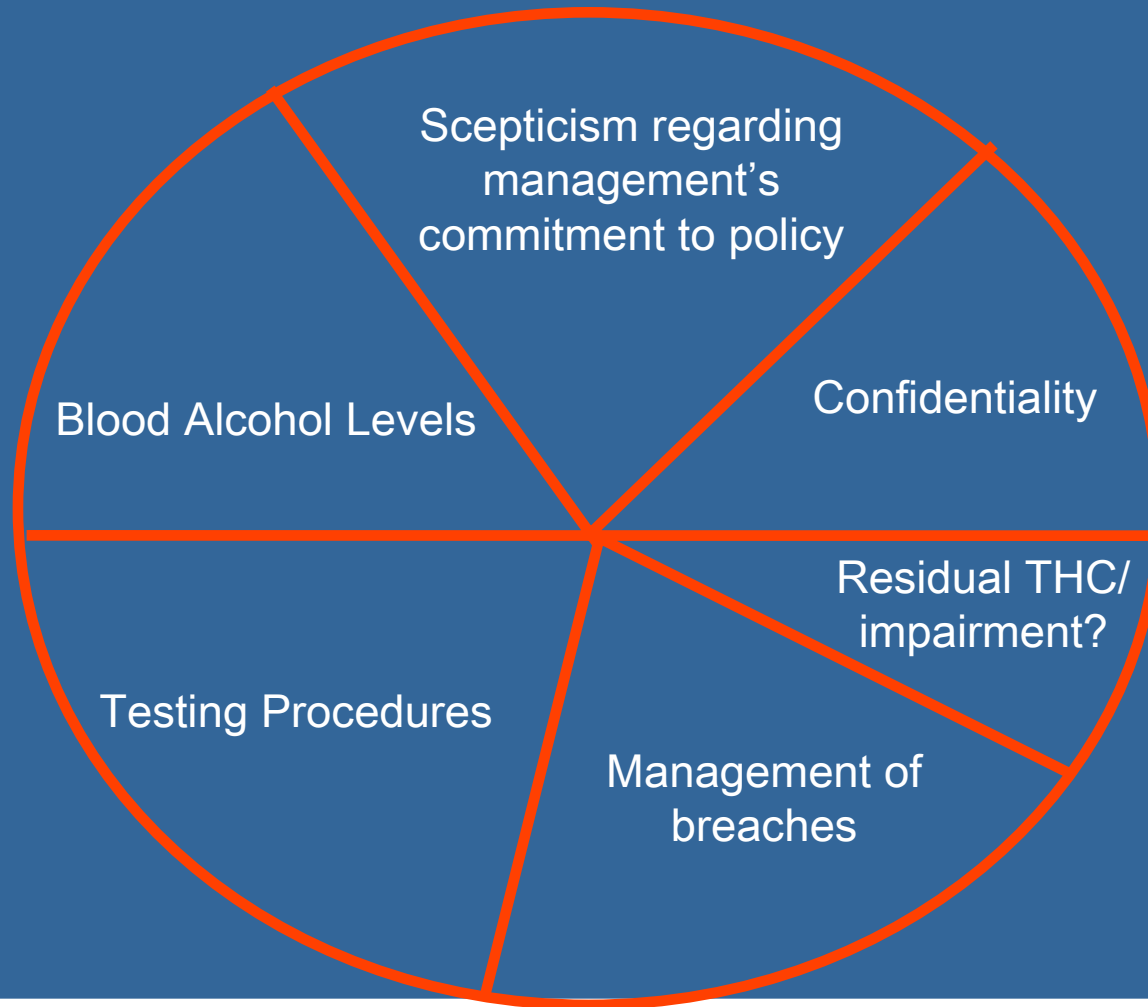




## *Successful programs .....*

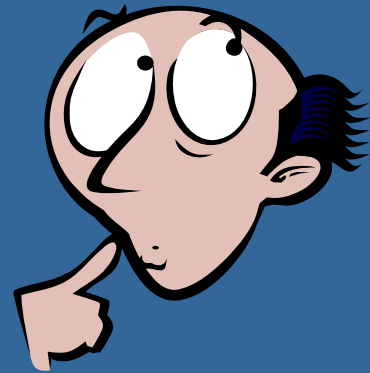
- **Focus on Safety** – Not morality
- **Focus on Safety** – Not whether substance is legal/illegal
- **Focus on managing risk** – Not identifying impaired or affected employees
- **Focus on Education and Rehabilitation**
- **Empower employees to make informed and healthy decisions** – Responsibility 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