



HEALTH AND SAFETY BULLETIN

July 2021

Open for Summer!

Summer activities are making a resurgence as Alberta enters Stage 3 and COVID restrictions are lifting.

Are you ready to work this summer?

In This Issue

- Fit-for-Duty
- Open for Summer
- Vaccine Lottery
- Work safe tips for Summer

July Observances

[Canada Day](#) | [International Joke Day](#): 1

[World UFO Day](#): 2

[Plastic Bag Free Day](#) | [Stay out of the Sun Day](#): 3

[National Injury Prevention Day](#): 5

[World Chocolate Day](#): 7

[Cheer Up the Lonely Day](#) | [Free Slurpee Day](#): 11

[National Nude Day](#): 14

[National Give Something Away Day](#): 15

[Pet Fire Safety Day](#): 16

[Glioblastoma Awareness Day](#): 17

[Nelson Mandela Day](#): 18

[International Self-Care Day](#): 24

[World Hepatitis Day](#): 28

Fit for Duty

Physical

Physical Demands
Vision
Hearing

Physiological

Fatigue
Alcohol and Drugs
Workplace Exposures

Psychological

Risk Tolerance
Culture
Emotional state

Communication

Hand Signals, Common Language, Understanding

WHEN TO TAKE ACTION

Signs or symptoms

Physical Requirements - The Body Itself

- Deterioration in appearance or personal hygiene.
- Unable to conduct the assigned work or it hurts to do so.

Physiological Condition - Affects How the Body Functions

- Difficulty staying awake or persistent/excessive yawning.
- Dizziness, slurred speech or inability to stand or walk straight.

Psychological Condition - Mental State

- Irritability, inappropriate responses or behaviours.
- Forgetfulness, judgement errors or difficulty staying focused.

Observe any of these signs? Speak with a supervisor.
Fit for Duty - A Life Saving Rule



Image source

What is Fit-for-Duty?

While the details and descriptions can vary from company to company, at RAE we refer to being physically, mentally, and emotionally fit.

Physically fit-for-duty

- Being able to meet the physical requirements of the work scope including visual acuity, strength, able to withstand the physical demands of the task.

Mentally fit-for-duty:

- Being able to meet the mental scope of work including being free from fatigue or the influences of alcohol or drugs.

Emotionally fit-for-duty:

- Being in an emotional state of ready and able to work, including free from distractions, able to focus fully on the task at hand.

To ensure a safe and healthy workplace for everyone, it is important to inform supervisors immediately if you, or a coworker, may be unfit for duty for any reason.

Remember, circumstances can change throughout a shift as well. Someone may start their shift fit-for-duty but become unfit as the shift goes on — always inform a supervisor. It may be an issue as simple as becoming overheated and someone just needs to take a break to hydrate and re-focus.

Everyone has a responsibility to avoid putting themselves or others in harms way and RAE will assist employees with modified duties, as required.

QUESTION!

RAE Staff who answer correctly will be entered in a \$25 draw + Safety Rewards Points! Email responses to raesafety@raeengineering.ca by 8am Friday 30 July 2021 the winner will be announced that day

Open for Summer Plan

As Alberta enters into Stage 3 of the re-opening plan on July 1st, it is important to remember that the [provincial health measures](#) are a *minimum*. Some business/clients may continue to implement restrictions such as masking or physical distancing. Some municipalities may also have different requirements.

The best course of action is to get vaccinated, you could win the lottery! [Enter here for your chance to win!](#)

Be sure to familiarize yourself to ensure you arrive prepared to work under Stage 3 COVID conditions as well as other hazards that go along with summer work:

- [Recognize the symptoms of heat-related illnesses](#)
- Stay hydrated
- Acclimatize to heat
- Take breaks and rest
- Wear sunscreen if you're out in the sun
- Use insect repellent to keep ticks, mosquitos, etc. at bay

SUMMER IS COMING

Image source

Informative Links

- [RAE HSE Manual](#) (Section 10:Fit for Duty Policy, Section 25: Biological Hazards Safe Work Practice)
- [Energy Safety Canada Fit-for-Duty Resources](#)
- [WorkSafe BC Fit-for-Duty—Distractions](#) (video, ~2mins) (if you feel anxious watching, don't worry—no one gets hurt, I promise)
- [Optimizing Caffeine to Manage Workplace Fatigue](#) (webinar +resources)
- [Alberta Open for Summer Lottery](#)
- [Book your COVID-19 Vaccine](#)
- [Summer is Coming](#) (preparing for summer hazards)
- [Canada Day—Complicated History & Celebrations](#)
- [Seven Pillars of Self-Care](#)
- [Pet Fire Safety Tips](#)

Ashley takes medication which includes fatigue as a side effect. Ashley and their supervisor develop a plan for Ashley to take shorter, more frequent rest breaks to accommodate the side effects. With the plan, is Ashley fit-for-duty?

True

False