

COMMUNITY SERVICES STAFF SAFETY

FITNESS FOR WORK

It's all about you!

A healthy culture promotes healthy workers.

Employer

The employer must provide a safe and healthy workplace, and mitigate exposure to hazards.

Supervisor

Supervisors must take all precautions necessary to protect the health and safety of everyone under their supervision

Employee

Staff must ensure they take reasonable care to protect themselves and others, and report concerns

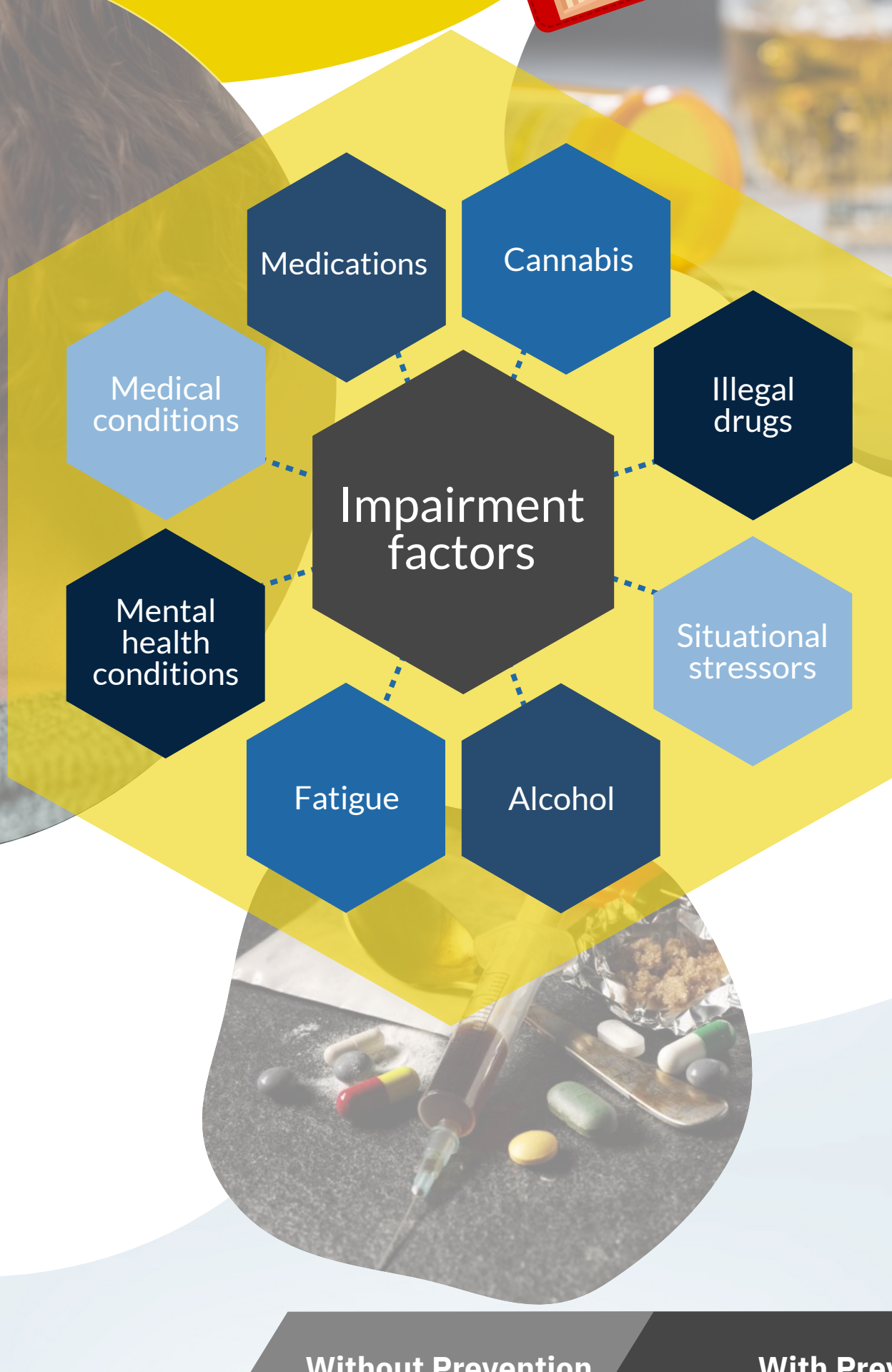
Physical and psychological impairments can negatively affect the workplace.

Impaired

Being in an imperfect or weakened state or condition, such as:

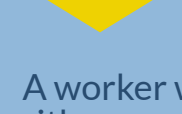
- Diminished in function or ability
- Unable to function normally or safely because of intoxication by alcohol or drugs

-Merriam-Webster



Without Prevention and Education

With Prevention and Education



A worker was in contact with someone who tested positive for COVID-19. After receiving a negative test result, they were advised to complete the 14 day self-isolation. The worker had no symptoms and decided they should return to work early to take the pressure off their coworkers.



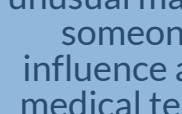
- The worker is aware of:
- Alberta Health Services (AHS) health directives
 - Quarantine protocols
 - The organization's OHS program
 - Job-protected leave
 - The government financial aid programs



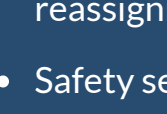
A worker is taking medications as prescribed by their doctor for back pain, but is unaware of possible side effects. Supervisor observes the worker is acting in an unusual manner, similar to someone under the influence and requests a medical test. The worker tests positive for opiates.



- The worker is aware of:
- Substance misuse policy
 - Reporting expectations
 - Temporary work reassignment program
 - Safety sensitive tasks
 - Fit for work policy



A worker receives a crisis report that one of their clients has taken their own life. The worker had recently met with the client and believed they were doing well, so this came as a shock. They wondered to themselves, "Did I miss something?" The worker left for the day, without talking to anyone. In the next month the supervisor noticed the worker was forgetful, and appeared disengaged. The supervisor asked to speak with the worker. The worker indicated they had not been eating or sleeping well and were not sure they should even be driving, let alone at work.



- The worker is aware of:
- Employee Assistance Programs
 - Fit for work policy
 - Signs of distress
 - Organization's wellness programs
 - Employee Assistance Programs
 - Support programs

What can I do as a worker?



Follow Policies and Guidelines

- Substance Misuse Policy
- Fatigue Policy
- COVID Guidelines
- Shift Work Guidelines
- Fit For Work Policy



Access Workplace Programs & Services

- Employee Assistance Program
- Peer support groups
- Human Resources or confidante
- Training
- Addiction counselling



Practice a Healthy Lifestyle

- Eating well
- Good sleep practices
- Exercise
- Monitor work/life balance
- Manage medical conditions



Practice a Respectful Workplace

- Coworker intervention
- Valuing other workers and their families

Safety is everyone's responsibility