



When an employee is **Fit for Duty**, it means they are fully able, in all regards, to carry out their job tasks safely, competently, and acceptably.

- Fit for Duty, which is an abbreviation of Fitness for Duty, refers to physical, mental, and emotional health as well as being free from the influence of any substances that could impair job performance.
- An employee's skill level and training can also have an effect on whether or not they are fit for duty.



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A wide range of factors can affect a worker's ability to be fit for duty throughout the workday.

- **Physical Health:** Conditions like injuries, medical conditions, chronic diseases, or even temporary illnesses can impact your ability to do your job safely.
- **Mental and Emotional Health:** Stress, anxiety, or other mental health challenges can affect your concentration and performance.
- **Fatigue:** Lack of sleep or fatigue caused by other issues can significantly affect your alertness and ability to work safely.
- **Substance Use:** Alcohol, drugs, or misuse of prescription medication can greatly impair your ability to work safely.
- **Training and Skills:** Not having the appropriate skills or required training for a task can put you and others at risk.
- **Environmental Tolerance:** Certain work conditions like extreme temperatures, high altitudes, or high noise levels, may require a higher level of resilience to perform tasks safely and efficiently.
- **PPE Use:** Employees must be able to correctly wear required personal protective equipment (PPE).



Employees must come to work fit for duty and remain fit for duty throughout the workday until the end of their shift. Employees are responsible for:

- Managing their health in a manner that allows for the continued safe performance of their job duties.
- Notifying their supervisor when they believe they may not be fit for duty.
- Reporting the loss or suspension of a valid driver's license if they are required to drive a vehicle or equipment at work.
- Notifying their supervisor when they observe a co-worker acting in a manner that may indicate they are not fit for duty.
- Taking appropriate actions to avoid extreme fatigue or stress while on duty.
- Practicing good personal hygiene when reporting to work and staying home when they are sick.
- Wearing appropriate clothing for the job and using required personal protective equipment (PPE).
- Respecting and following all workplace safety rules and procedures.

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