



FIT 4 WORK™

Much focus is placed on employers providing a safe and healthy workplace. And rightly so! However, employees also have a responsibility to ensure they turn up 'Fit 4 Work'.

By neglecting their health and any warning signs, employees are impacting their performance, productivity and placing themselves at a higher risk of injury or disease – even in the safest work environment.

Fatigue in particular, can significantly affect an employee's capacity to function. While getting 7 hours seems a decent night sleep for many, being awake for 17 hours is the equivalent of having a blood alcohol level of 0.05.

WFR's **Fit 4 Work** is a multi-faceted program addressing fatigue and the other indirect risk factors influencing an individual's ability to safely perform their job. Often run as a stand-alone program, it can easily be incorporated into a company's induction process.

A typical program has 3 components:

Fit 4 Work Education Workshop

This half-day interactive workshop challenges participants on becoming 'Fit 4 Work' - providing valuable information on the impact of fatigue, the consequences of ignoring their health and provides them with strategies to reduce their risk of injury or disease. The workshop covers the following modules:

- Fatigue
- Sleep
- Drugs and Alcohol
- Occupational Health & Safety
- Becoming "Fit 4 Work"
- What Support Services are available

All participants are provided with a Fit 4 Work booklet and a certificate on program completion.



Fatigue Management for Leaders

This training session increases a leader's awareness of their role in managing fatigue within their team.

Leaders walk away with the confidence to discuss fatigue risk with their team and tools to help them act appropriately when required.

This 2-hour workshop, suitable for managers, supervisors, leaders and health & safety professionals, consists of:

- Obligations to your team – roles and responsibilities
- The consequences of fatigue risk
- How to identify fatigue risk in others
- Incident reporting processes
- Awareness of immediate intervention options
- Long term monitoring / solutions

Throughout the course of the workshop, leaders identify the actions and behaviours required of the team which is summarised in a 'take-away' wall-chart to ensure they remain front of mind.

Finally, leaders are scheduled for a follow-up consultation with WFR's Exercise Physiologist to assess how they are personally utilising the learnings from the workshop.

Fatigue Management Strategic Review

A comprehensive process that helps a business align what is presented in the training program with existing OHS policies and procedures, ensuring a consistent message is presented to the employee group. In addition to a systematic review of the OHS policies and procedures, employee and employer obligations regarding fitness for work are discussed.

WFR summarise the findings of the review and provide a series of recommendations to close the gap between the desired message and the "current state".

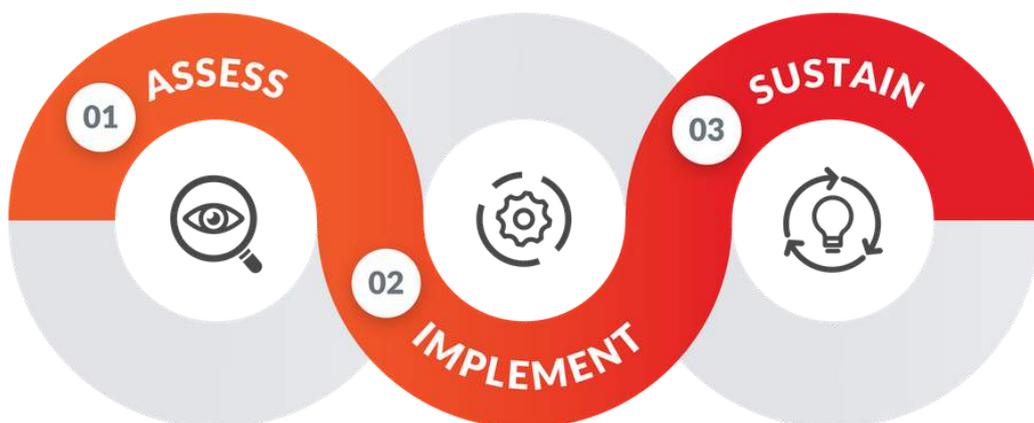
“ Our employees thoroughly enjoyed the training and we saw a significant improvement in employees reporting discomfort or fatigue early instead of waiting until they had an injury or needed time off ”

- Louise Rademan - Manager Safety, Risk And Security Australia, New Zealand And South Africa. Iron Mountain Australia Group



OUR APPROACH

Over our 2+ decades in business, we've refined the way we work with our clients to get the best outcomes from our solutions. Our approach ensures that we understand the specific needs of your organisation and implement a solution that gets lasting results.





WHAT CAN YOU EXPECT?



ASSESS

Our first port of call is to always spend a little time asking questions and reviewing any available data – such as fatigue-related injury and incident data. This helps paint a picture of the work environment.

It's at this point we recommend the **Fatigue Management Strategic Review** so we can tailor the remaining program content to ensure consistency and that the best outcomes achieved.



IMPLEMENT

Once we've tailored the program, we're ready to carry out the **Fit 4 Work Education Workshop** on-site. Designed to be delivered as a 4-hour face-to-face workshop, options are available for alternative delivery methods.

Next, leaders will attend the 2 hour **Fatigue Management for Leaders** workshop with a follow-up consultation 3 months later. Ideally, this would include 'in-the-field' observation to assess how they've integrated the actions and behaviours identified during the workshop.

Small groups of less than 10 are best to encourage active participation, and provide ample opportunity to receive feedback.



SUSTAIN

This multifaceted program was built with sustainability in mind. By addressing the topic at an organisational, leader and individual level, a cultural shift is more likely to take place.

+OPTIONAL: Based on the outcomes of the Fatigue Management Strategic Review, WFR help you develop a change plan for any longer-term, strategic recommendations.



WHAT ARE THE BENEFITS?

- Individuals will have the knowledge and strategies to better manage their own fitness for work
- The program addresses topics at both an individual and organisational level, to ensure sustainable outcomes are delivered
- Leaders having the knowledge to assist the ongoing improvement in the work culture regarding fatigue
- Having fit and healthy employees has been shown to be good for business
- The process sends a clear message from management about the importance of their health and wellbeing, which results in a positive impact on engagement

WANT TO GET A PREVENTATIVE PROGRAM IN PLACE?

Get in touch for more information:
ENQUIRIES@WORKSITE.COM.AU





TRY ADDING ONE OF THESE...

Fit 4 Work is just part of our **Reducing Workplace Risk** offering. It's often complemented with:



HEALTH 100

Health 100 increases employee awareness of their own health, fitness and lifestyle status by providing advice, information and tools on how to improve or maintain their health. The program assesses individuals across nine health categories and provides the individual with a detailed, confidential report – including a health risk rating score (out of 100).

This is also a powerful tool for organisations, who are provided with collated group data in the form of a **Group Health Report**.



HEALTH EDUCATION

WFR are able to deliver a broad range of health, lifestyle and wellness information to employee groups via **Health Presentations**. Each health topic package includes a presentation, information brochures and promotional posters. Presentation topics focus on chronic disease awareness, nutrition, fitness, lifestyle and OHS.

Or any of our solutions for that matter...

Our experience over the last two decades has shown us that the most effective health and wellness strategies are designed to deliver four outcomes:



All of WFR's solutions are designed so they can be run independently as a short-term campaign or can work together to form a comprehensive health and wellness approach that we like to call this our **Healthy Lifestyle Program™**.

Whether your workforce is 20 or 20,000, we can design an approach to meet your strategic needs.

Get in touch for more information:

ENQUIRIES@WORKSITE.COM.AU