Cause **Preventive Controls Risk Event Mitigative Controls** Consequences Fatigue We now need to consider the impacts of Covid-19 While the overarching causes are at the side, I think Exposure to (post) incident / it needs to be highlighted for our current situation. event trauma It doesn't affect the residual risk, just needs to be considered Exposure to financial worries Effects of wellbeing / Injury or serious personal issues physical or emotional harm to self Poor mental health / If appropriate condition isolate Injury or serious physical or emotional Change Poor physical health / **Emergency** condition management & Eliminate the Fitness for harm to others **Planning Impairment** preparedness / **Emergency** Risk Work Exposure to workplace or inability to situation Response Damage to a harassment and/or exclusion management perform Transpower asset Effects of drug and alcohol Permits, and/or network risk normal EAP / Healthline / Tools & Competent Licences Other Advisory Equipment people duties safely Authorisation Serious damage to Emergency / public property situation Effect of badly set out / response up working environment competency Staff turnover / loss of capability

Unfit for Work Definition: Fitness for Work is broad and means the ability of a worker to do his or her job safely and competently. Competence requires both relevant qualifications and experience, but Fitness for Work also takes account of other factors such as the effects of fatigue, drugs, alcohol, mental health, wellbeing, stress, etc. A person's Fitness for Work can contribute significantly to his or her ability to work successfully and safely. We need ensure our systems are robust enough to manage this risk regardless of how it manifests.

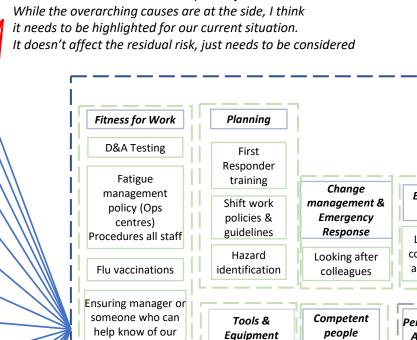
1

StayLive Introduction from StayLive Guidelines for Fitness for Work May 2019

Unfit for Work – Simplified Bowtie

Preventive Controls Cause

We now need to consider the impacts of Covid-19



help know of our medical / work needs Monitor your health, if not well don't come to work / leave work

During Covid19 crisis, manage employee isolation & back to

work Manage individual's social interaction & communication

needs

equipment Wellbeing initiatives, education and campaigns

Support programmes EAP / Healthline / Other Advisory

Specialist tools &

Competent

People

Managers

Training

Framework

NGOC/NCC

training

Hygiene & Distancing

Eliminate the Looking after colleagues who are vulnerable Permits, Licences **Authorisation**

Risk

Risk Event

Impairment

or inability to

perform

normal

duties safely

If appropriate

isolate

Mitigative Controls

Emergency preparedness / situation management

EAP / Healthline / Other Advisory

Emergency / situation response competency

Injury or serious physical or emotional harm to self

Consequences

Injury or serious physical or emotional harm to others

Damage to a Transpower asset and/or network risk

Serious damage to public property

Staff turnover / loss of capability

Fatigue

Exposure to (post) incident / event trauma

Exposure to financial worries

Effects of wellbeing / personal issues

Poor mental health /

condition

Poor physical health /

condition

Exposure to workplace

harassment and/or exclusion

Effects of drug and alcohol

up working environment

