

# Fit for duty: tuning up your best piece of equipment

Instructor Guide

## Safety Talk Overview:

**What & Why?** Safety Talks are a method to refresh an employee’s knowledge and skills, maintain their interest in safety and illustrate the organization’s commitment to creating a healthy & safe work environment.

**Who & When?** Generally, these Safety Talk meetings are led by a supervisor, member of the JHSC, or Worker H&S Representative and should be mandatory for all crew members to attend. The content should be focused on a single topic. Safety Talks can be performed on a weekly basis or before the start of a new scope of work and should be about 15 minutes in duration.

go2HR developed this safety talk template for employers to customize and use for any topic in their organization. The Participant Handout should include information that you hope the worker will retain from the safety talk content and should be handed out during the safety talk for workers to reference later. Feel free to use it at your discretion.

**Fit for Duty Overview**

Employees should arrive at work each day fully prepared both mentally and physically for the demands ahead. Insights from sports science reveal that even minor physical readiness can significantly enhance performance and mitigate the likelihood of injuries during physical activity. These principles hold particular relevance for staff members working in ski areas.

**Safety Talk Outline (using the handout below):**

- Preventative Measures

- Discussion Questions

**Additional Resources:**

- [go2HR Ski Areas](https://www.go2hr.ca/health-safety/ski-areas)

- [Ski Exercises](https://backinactionphysiotherapy.com/resources/ski-rad/)

- [WorkSafeBC Workplace Impairment](https://www.worksafebc.com/en/health-safety/hazards-exposures/substance-use-impairment?origin=s&returnurl=https%3A%2F%2Fwww.worksafebc.com%2Fen%2Fsearch%23q%3Dimpairment%26sort%3Drelevancy%26f%3Alanguage-facet%3D%5BEnglish%5D)

- [Before You Hit the Slopes (Poster)](https://www.go2hr.ca/explore-all-resources/health-safety/ski-area-poster-before-you-hit-the-slopes-snow-sports-injury-reduction)

## Topic Overview:

## 

## Safety Talk Facilitator Guidance

🞏 **Introduce** the topic and why it’s important

🞏 **Discuss** the associated hazards and likely incidents

🞏 **Tour** the work zone identifying hazardous areas

🞏 **Distribute** the Participant Handout

🞏 **Use** the info above to guide the discussion

🞏 **Document** the talk using the Safety Talk Record

🞏 **Explain** what controls are used to minimize the risks

🞏 **Remind** employees about applicable PPE usage

🞏 **Emphasize** the importance of safe work procedures

🞏 **Ask questions** to generate group discussion

🞏 **Answer any questions** or concerns they might have

🞏 **Set a good example** by working safely at all time

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Safety Talk Record

|  |  |
| --- | --- |
| **Discussion Leader:** | **Date:** |
| **Department:** | Time: |

### Attendees (Please print your name and sign beside it. If you are a contractor, also include your company name):

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### Near miss/incidents and investigations reviewed: ☐ None this month

### Any questions or concerns from workers?

|  |  |  |  |
| --- | --- | --- | --- |
| **Action needed:** | **Person responsible:** | **Due date:** | **Completed date:** |
|  |  |  |  |
|  |  |  |  |

|  |  |
| --- | --- |
| **Supervisor/Manager print name & sign:** | **Date:** |

### Reviewed by:

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**Preventative Measures**

Please consider the following tips to improve your performance and decrease your risk of injury:

**- Before Your Season Starts:** Your body is your best piece of equipment - tune it up as you would any other. Engage in activities like running, hiking, biking, swimming, or playing a sport during the off-season to build endurance. In the fall, focus on building strength and stability with specific exercises such as running stairs, step-ups, squats, and lunges. Technique is crucial, so consider taking a class. Starting your season strong and fit will improve your performance and decrease your risk of injury.

**- Sleep:** Early morning starts and late nights with friends can lead to sleep deprivation. Sufficient sleep is essential for your mind and body to recover. If you can’t get a full 8 hours, consider napping for less than 20 minutes or longer than 110 minutes to avoid waking from deep sleep. Meditation is also restorative and can be combined with stretching.

**- Food:** Hard work requires fuel, but your choice of what and when you eat can significantly impact how you feel. Fats provide long-lasting energy but take around 4 hours to digest, so combine them with carbs and protein for faster digestion. Always carry a snack to top up your energy between meals. Don’t skip breakfast, as it's crucial for making good decisions in challenging conditions.

**- Hydration**: Every bodily function requires water, and in cold weather, water loss through breathing increases. Carry a small container of water as not all locations at the hill may have water readily available.

**- Dress Appropriately:** Layer clothing appropriately for the conditions. Being too cold drains energy, while being too hot can lead to excessive sweating and fluid loss, potentially causing dehydration.

**- Posture:** Proper posture is essential for distributing load effectively across muscles and joints. Practice setting your posture to neutral and activating your core while standing in the lift line or riding the chair to ensure it becomes automatic when quick and powerful movements are required.

**- Recovery:** Consume a snack of around 300 calories (mostly carbs and some protein) within 1 hour after a day of hard work to restore your legs. Stretch or use a foam roller on tight/sore areas to prevent them from worsening. Alternating heat and cold can also help relieve tired muscles.

**- Impairment Awareness:** Stay vigilant about impairment from alcohol, drugs (recreational, illegal, prescription, and over-the-counter), or any other cause. Workers are responsible for ensuring their ability to work safely is not compromised and should report any concerns about impairment to their supervisor or employer.

**Discussion Questions**

- What are techniques that you use that helps them stay fit for duty? When do you feel at your best?

- How do you balance the need for physical activity and rest?

- What kind of nutrition and hydration gives you the most energy throughout the day?

Participant Handout

### For more information on this topic or if you have questions, contact: