



H S E

HEALTH SAFETY ENVIRONMENTAL



Alert #: SA 03-23

Date: January 11, 2023

Prescription Medications & Fit for Duty

With the start of the new year, we wanted to reach out to everyone with some clarifications and instructions regarding taking medications prior to, and during working hours. We've recently had a few instances where employees have brought medications that were not allowed on site, or the medication brought on site was not contained in the original medication container.

First and foremost, we want to make sure all of our employees are safe and healthy. If this requires medication to achieve, we totally understand and want you to be the best version of yourself; however, we also want to make sure that you can do this without causing additional concerns to the job/task at hand.

Prescriptions are designed to allow an employee with some type of medical condition to achieve a state of normal feeling and activity. With that said, some medications come with precautions that can inhibit an employee's ability to perform the normal tasks they perform safely. Additionally, certain maintenance medications take some time to serve their purpose but also must be provided time to assure there are no interactions with other medications.

We never think something will happen to us...until it does. We must make sure we communicate that medications have been taken, primarily in the event of an emergency. Should something happen to you and treatment is needed while unconscious, serious reactions could take place if additional medications are administered.

Maintenance medications (i.e. blood pressure, thyroid, etc.) are approved medications; however, they can be disclosed by utilizing LLCF-021-Employee Medication Form and turned in to the GIS Acute Care Clinic for review. Additionally, if you are prescribed other medications, you should utilize the same form and retain approval from the GIS Medical Officer prior to taking them on the jobsite. If approved, medications must remain in the original container and kept out of reach of other personnel.

As part of our Fit for Duty policy, employees must inform their Supervisor of any over-the-counter or prescription medication that they are taking as well. Supervisors must clear this medication with Corporate HSE / GIS Medical Officer to ensure that the employee will not be impaired in any way that may pose a risk to him/herself or a fellow employee as it pertains to their job description.

Employees are responsible for ensuring they are physically and mentally fit to perform their job functions safely. They are to notify their Supervisor immediately if they feel that they will not be able to perform their job task safely due to fatigue. Employees must take responsibility for their own safety as well as not reporting to work in a condition as to endanger the safety of their fellow workers.

If you should have any questions, please contact the Corporate HSE department.

Report all incidents immediately to the GIS Hotline 1-855-543-5163.



SAFETY ALERT