

# Fitness for Work Guidelines

American Wind Energy Association [www.awea.org](http://www.awea.org)



The provision of this document is for establishing and maintaining guidelines for employers that identify the fitness for work condition of a wind technician working onshore. The following contains best practices that establish the key components for a fitness for work technician, including a pre-employment physical and what is needed to sustain a fit for work wind technician throughout their career.

There are no minimum physical conditioning requirements established under the Occupational Safety and Health (OSHA) standards for a wind technician. Information contained within this document are best practices from the industry to help employers and employee's best maintain their physical condition for working in the wind industry.

## Definitions

**Fitness:** following manufacturer's guidelines for equipment use and specs and/or employers' policies for health and fitness.

**Fitness for Work (FFW)** within the limits of personal protective equipment (PPE), ladders, fall protection systems, and lanyards. In addition, mental and physical capability of carrying out essential job functions (i.e. climbing, rescue, etc.).

**Reasonable Accommodations:** modifications or changes to a job application process, position, job or workplace that will enable a qualified applicant or employee with a disability to do his or her job without creating an undue hardship to the company.

**Wind Technician:** employee who is required to climb a wind tower and perform work as a function of their normal job duties.

## Components of a "Fitness for Work" Program

Physical Evaluation to meet fitness for work during:

### Pre-employment

1. Contact your company's Human Resources department to ensure all laws pertaining to pre-employment inquiries and requirements are followed as these are governed by state and federal regulation.
2. Physical evaluation by a medical professional is recommended.
3. It is recommended to work with a local or national occupational health professional to ensure workers you are hiring can safely perform the work you may require. This may be a local physical/occupational therapist to help you identify ways to help prevent injuries, or general physicians to review individual cases and provide adequate solutions for ergonomic related injuries.
  - i. Working with a health care professional will allow you to develop minimum physical standards based on different tasks that the wind



disability, age, etc.), and consult with legal counsel to determine whether the examination is based on reasonable and legitimate factors other than the protected class and are consistent with job requirements and business necessity.

9. Periodically review job requirements and update fitness examination components.

See Appendix A for an example of a new hire process flow document.

### **During Employment**

Once your employees are hired, it's important that they maintain good health and fitness. There are a variety of benefits employers can offer to ensure their investment in employees is long lasting. Some of these may include:

- a) A wellness program for your employees. Most insurance providers already have programs in place in which medically trained staff will come to your site and provide confidential assessments to employees.
- b) Allowing employees to identify any areas of opportunity for improvement which will benefit the employee.
- c) Reimbursement or assistance with health club membership/fitness classes.
- d) Daily warm up and stretch program.
- e) Conduct recurring physical evaluations to ensure physical readiness is being maintained.

### **Return to Work evaluation**

Here are some suggestions to consider for re-evaluation of fitness for work upon an employee's return from absence due to injury/illness whether work related or not, which may impact their ability to perform the essential functions of the job:

- a) Post-injury physical evaluation
- b) Documentation of physical readiness

Note: both a) and b) should be completed by a health care professional, and only in compliance with applicable federal, state and local law.

The ultimate goal is to ensure the employee is fit for

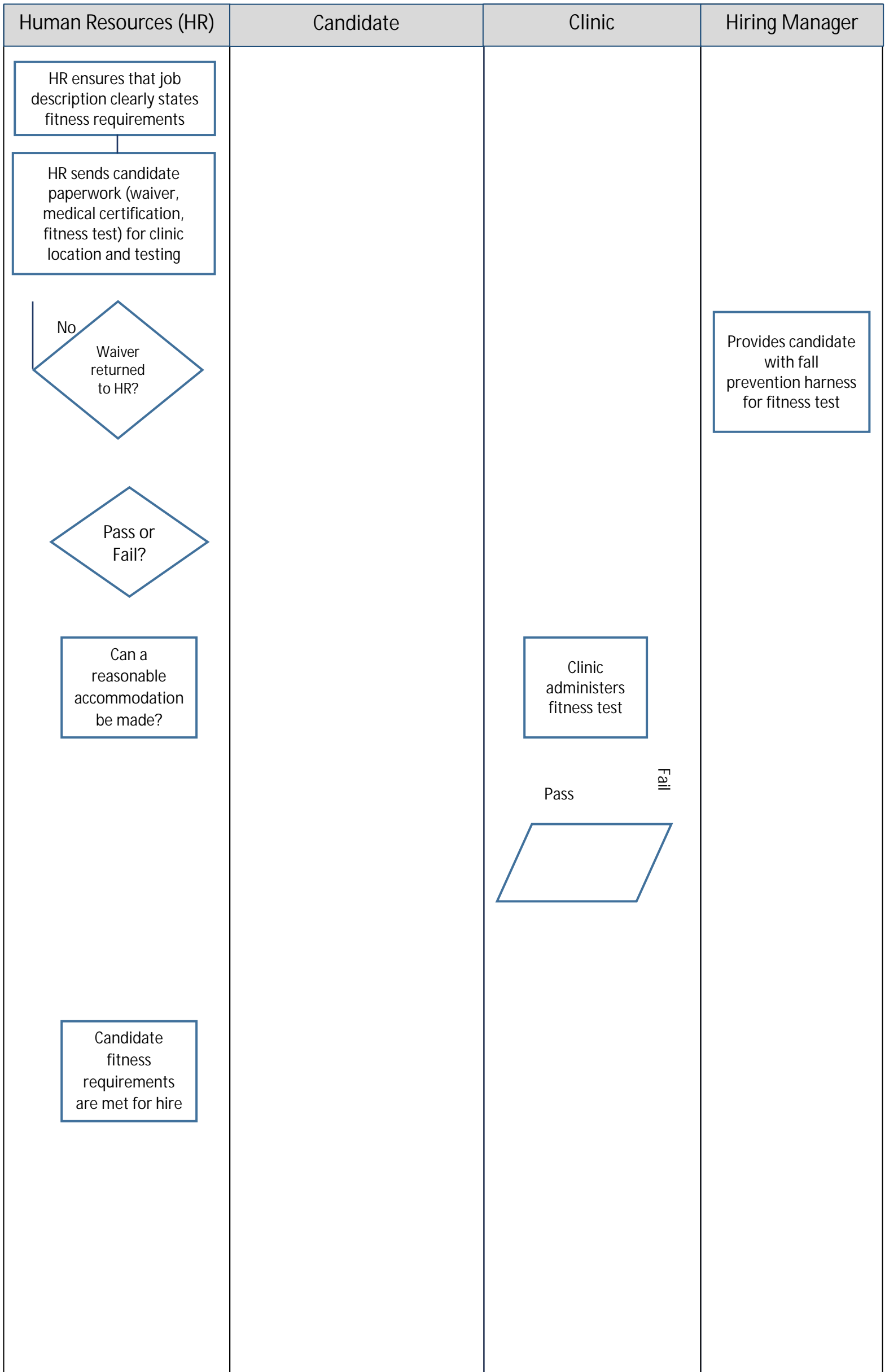
## Raising Wind Tech Awareness

Establish a short e-learning tool for annual review and/or

## FFW: Self-Certifying your Wind Technician to Climb a Wind Turbine

Climbing a wind turbine requires good physical fitness and to be free from health conditions that may compromise personal safety or the safety of rescue personnel.

# New Hire Fitness Assessment Process Flow







\$PHULFDQ :LQG (QHUJ\ \$VVRFLDWLRQ  
0 6W 6XLWH  
:DVKLQJWRQ  
VDIHW\#DZHD RUJ  
ZZZ DZHD RUJ VDIHW\