

FITNESS FOR WORK POLICY

We are committed to providing a safe and healthy work environment for our workers. Our objective is to minimise the risk to our employees, contractors and the community.

“Fit for Work” means that an individual is in a physical, mental and emotional state, which enables the employee to perform their assigned duties effectively, and in a manner, which does not present a risk to their own or others’ well-being. It is essentially the responsibility of the employee to manage personal factors which impact their fitness for work, to report to work unimpaired and fit for duty, and to monitor their ongoing fitness for work.

An employee's fitness for work shall also be monitored by their Supervisor or Manager, either through observation of the employee, or through recognised methods of testing.

To fulfil this policy, we shall:

- a) continually assess and review customer requirements through effective communication and feedback;
- b) maintain a work environment and system of work which does not adversely impact our employees’ health;
- c) ensure psychosocial risk factors associated with work activities are identified and effectively controlled;
- d) utilise a range of strategies to monitor employee fitness for work, manage continuous improvement and operate in accordance with relevant legislation and codes of practice; and
- e) ensure that all our subcontractors and business partners comply with this policy.

In the event an employee requires assistance to resolve personal issues which impacts on their fitness for work, an employee assistance program (EAP) is provided

It is the responsibility of each of our workers to ensure they are fit for work in accordance with their respective duty of care.

Where fit for work impairment factors are within the control of the worker, and the worker is rendered unfit for work, the matter shall be managed in accordance with our disciplinary procedures.

Approved by the Managing Director

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