

Staff Fitness for Work Policy

We are committed to providing a safe working environment for our staff.

We appreciate that there are many factors which affect our staff's fitness for work.

We accept the importance of having a functioning, capable and competent employees who are in a fit state to perform work.

Fitness for work

- We promote a system to assist our staff in identifying and acknowledging pre-existing conditions that may affect their capacity to work.
- We ensure our orientation program detail the range of factors that may have an adverse impact on our staff's health, well-being, and fitness for work.
- We actively encourage our staff to bring to our attention of any concerns they have which may affect their health and safety, or those of others.

Our staff

- We require our staff to arrive in a fit condition and be ready for work.
- We require our staff to notify their team leader if they have taken any medication that may affect their capacity to work safely.
- We will monitor staff working hours and ensure minimum rest breaks are adhered to.

Illicit substance and Alcohol

- We will actively remind our staff of the risks of illicit substance and alcohol in the workplace.
- We adhere to a zero tolerance on illicit substance and alcohol abuse at work.