

CURTIS COAST

FENCING

FITNESS FOR WORK POLICY

Curtis Coast Fencing is committed to providing and maintaining a safe and healthy work environment in which our employees are not exposed to hazards arising from fatigue, stress or the use or abuse of alcohol or drugs. This includes ensuring that no person commences or continues to work if it is known that they are not fit for work.

Fit for work means that an individual needs to be in a state of wellbeing (physical, mental and emotional) which enables that person to perform assigned tasks competently and in a manner that does not compromise the safety or health of themselves or others.

The Fitness for work program consists of this Policy and the Procedures for:

- Fatigue Management
- Drug and Alcohol Management
- Injury Management

The Fitness for Work Policy is supported by the following principles....

- Operating in accordance with the legal and regulatory standards that exist.
- Committing to a Zero Harm culture that supports fitness for work and a safe working environment.
- Achieving the highest standards of health and safety by maintaining a drug and alcohol free workplace.
- Monitoring fatigue levels, Maximum hours of work and implementing appropriate management programs.
- Educating employees of the impact of drugs, alcohol and other issues relating to their general well-being and work performance.
- Managing injury and illness for employees to return to work in a safe and timely manner.
- Promote exercise, healthy eating and a smoke free environment to improve or maintain employees own well-being.

Employees WILL....

- Present for work in a safe and fit manner.
- Promptly report any suspected breaches of this Policy.
- Comply with all procedures, training, instruction relating to Fitness for Work.

Paul Urane

Owner/Manager

