

Perfect Contracting Pty Ltd

Integrated Management System Policy

IMS.12 – FITNESS FOR WORK POLICY

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1.0	December 2016	Initial Issue	LH

Fitness For Work Policy

All workers have a responsibility to ensure that they are fit to perform their duties without risk to the health and safety of themselves and others. Managers and supervisors are expected to ensure that all employees and contractors abide by this policy at all times.

Perfect Contracting fully support and endorse the purpose and scope of this policy and associated procedures. Perfect Contracting in managing this policy will ensure, wherever possible, that confidentiality is maintained at all times.

Everyone working at, or attending any Perfect Contracting workplace must abide by this policy and supporting procedures to ensure they maintain the capacity to safely perform work.

A persons fitness for work may be comprised by;

- Inadequate or insufficient quality of sleep over an extended period;
- The type of work performance and/or the work environment;
- Consumption of alcohol;
- The use of drugs (prescription, non-prescription, illicit or other);
- General level of fitness and/or medical condition; and
- Mental health conditions.

To meet the policy objectives Perfect Contracting will;

- Aim to provide a safe and healthy working environment free of work-related injury or illness;
- Minimise the risks of persons presenting for work or conducting work while impaired;
- Establish appropriate steps to manage persons who are affected by mental health conditions, alcohol, drugs or other personal concerns; and
- Encourage persons who are not fit for work for any reason to independently seek assistance.

Perfect Contracting will also;

- Maintain appropriate health and fitness standards to enter the workforce and provide encouragement for employees to sustain their fitness for work;
- Promote and assist the physical, mental and emotional health of people so they can safely undertake and sustain their work requirements;
- Provide the resources necessary to allow for monitoring, testing, education and counselling services within the workplace; and
- Encourage behaviour and attitudes that are conducive to a healthy and safe workplace.



Signed:
(Luke Hamblyn, General Manager)

Date: 01/12/2020