



## FITNESS FOR WORK POLICY

**Impact Plant Hire** is committed to ensuring systems and procedures are in place to promote and maintain an employee's ability to perform their tasks safely and efficiently.

Their roles can be directly affected by a number of factors, for example the amount of rest periods between work shifts, the duration of work shifts, overall fitness of employees and the use of alcohol or prescribed and non-prescribed medication or drugs that influences their ability to work safely.

The objectives of this Policy are to provide and promote a safe working environment by;

- Ensuring employees are fit for work,
- Improving and maintaining Impact Plant Hire's ability to meet its duty of care obligations,
- Improving and maintaining an awareness of fitness for work responsibilities amongst employees,
- Providing appropriate assistance to overcome problems that could impair fitness for work,
- Monitoring compliance and enforcement of this Policy and its procedures, including drug and alcohol testing, and
- Providing effective, fair and constructive procedures for dealing with people who are unfit for work.

Management (including Supervisors) are responsible for ensuring, within their level of control, the safety and health of employees, and the provision of training & resources to ensure people adhere to the 'Fitness for Work' Policy and its procedures.

All employees are required to take reasonable care for their own safety and health, and that of any other person that may be affected by their work activities. They are also required to comply with all instructions and directions established to provide a safe and healthy working environment.