

Fitness for Work

The following requirements shall be complied with to ensure that everyone is physically and mentally capable to carry out their duties.

Reference Documents

Business Management Standard
Risk and Incident Management

Work Procedure
Drug and Alcohol Testing

Process Document
Commercial Drivers Fatigue Legislation
Fatigue Definition of Terms
Fatigue Management
Urine Sampling Distribution

Form
Medication Declaration

1 Drugs and Alcohol

1.1 Use

We have adopted a zero tolerance for drug and alcohol impairment during work hours.

Everyone in the workplace shall be subject to drug and alcohol testing.

Anyone using prescribed medications shall notify their supervisor.

Where permissible, Management may allow the responsible serving of alcohol, at the work place, after work hours.

1.2 Awareness

Drug and alcohol awareness will form part of the induction process, and ongoing training shall be provided as required.

1.3 Work hours

You are considered to be at work when:

- You are working before or after your usual start or finish time;
- Your usual start time has passed but you have not reached your usual finish time;
- You are driving a company supplied vehicle to work.

2 Fatigue Management

Management will implement controls to minimise fatigue related risks.

3 External Counselling Service

We will provide external employee counselling services where requested.

4 Non Work Related Injury or Illness

Anyone suffering a non-work related injury or illness shall provide a medical clearance certificate declaring that they are fit to perform their normal duties.