

FITNESS FOR WORK POLICY

Policy Statement

We recognise the value of our employees, and are committed to providing a safe and healthy working environment. To achieve this we will meet legal, moral and ethical obligations to ensure that all employees are fit for work while undertaking activities in any of our workplaces.

This Policy applies to personal and community obligations and expectations, including but not limited to driving or operating machinery while affected by alcohol and/or drugs (prescribed or otherwise), a disability, medical condition/s that preclude particular activities, and fatigue.

Dalycrete will:

- Adopt a pro-active approach to fitness for work (including drug- and alcohol-related issues) in order to eliminate any contributing factors to an employee's work performance and workplace incidents.
- Provide education and training to ensure employees are not in a state which may endanger their own safety and health or the safety of other persons at work.
- Provide assistance to employees who may be experiencing difficulties outside the work environment, affecting their work performance.
- Treat employees deemed unfit for work in a fair and constructive manner.
- Provide Management with skills and resources to deal with employees experiencing work-related stress, in a proactive and understanding manner.

- Disciplinary action will be taken for any breach of Code of Conduct.

Personal responsibility:

- All employees and visitors will present and remain at work in a condition that does not compromise their or another's safety, including advising Management of any impairment that may affect their work performance or the safety of others.
- It is expected that employees will consult with Management regarding any concern about working with another person due to possible increased risk to health and safety.
- Management is responsible for the safety and health of all employees under their control by continual monitoring fitness for work.
- Management will provide guidance to employees requiring assistance to overcome work-related issues.

Accountability

- No person will be disadvantaged by seeking assistance through an approved Employee Assistance or Rehabilitation Program.
- Privacy and confidentiality will be observed.

Ryan Daly
Director
Dalycrete

