

Policy, Fit For Work

Fitness for Work (FFW) means that an individual is in a state (physical and psychological) which enables the person to perform assigned tasks competently, and in a manner, which does not compromise or threaten their safety and / or the safety of others.

Young's Building Contractors recognises that employee's fitness for work may be affected by a variety of reasons such as fatigue, stress, drugs, and alcohol. Managing fitness for work is a shared responsibility and Young's is committed to providing a safe working environment for all employees.

Everyone has a shared responsibility in minimising and managing adverse effects. Young's will aid through a range of educational programs to achieve fitness for work objectives.

The objectives of our Fitness for Work Policy are:

- To achieve an injury and illness free workplace
- To minimise the risks of any employee presenting for work or conducting work whilst impaired
- To educate all personnel to recognise the potential risk, and at times similarities of over-the-counter medications and chemicals
- To encourage employees to use available assistance if they need.

Should any personnel be taking any medication, including 'over the counter' medications they must be nominated in the Medication declaration, to the Supervisor.

All workers who engage in field-based activities (e.g., trade, labour, operating, supervision) are required to ensure they are always fit for work whenever they report for and / or participate in field-based work activities.

Due to the high risk of tasks undertaken by Youngs, a person is considered fit for work if that person:

- Has a blood alcohol level reading of 0.00% BAC
- Is not under the influence of illegal drugs,
- Is not under the influence of prescribed or over the counter drugs that affect capacity to operate safely and productively.

All other persons (not involved in field-based activities) will be considered fit for work providing they comply with the legal BAC for their class of driver's licence and are not under the influence of drugs (prescription, OTC and illegal) that affect their capacity to work.

Youngs further reserves the right to send personnel home from work to source medical certification with respect to fitness for work prior to returning to work.

Random drug and alcohol testing may be conducted at any Young's work site or office. All workers as a condition of employment are required to submit to random testing as requested. Refusal to participate in testing will incur disciplinary action.

There will be zero tolerance for breaching this policy and procedure.



Michael Young
Managing Director
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