

Fitness For Work Policy

Final Trim Operators Pty Ltd considers the health, safety and wellbeing of all employees to be of the utmost importance to the organisation. Final Trim Operators Pty Ltd is committed to their Duty of Care under all current and relevant legal obligations as an employer/person conducting a business or undertaking (PCBU), to provide and maintain a safe workplace and safe systems of work to prevent employees'/workers' exposure to hazards.

Final Trim Operators Pty Ltd recognise that it is everyone's responsibility to present themselves fit for work each day so they do not endanger themselves or others while at work.

This includes informing Final Trim Operators Pty Ltd of any ongoing Drug or Alcohol problem that may have an adverse impact on work performance or the health and safety of fellow workers.

Impairment of a person's ability to work safely while under the influence of Drugs or Alcohol places not only the impaired person(s), but also exposes other persons in the area to the risk of a hazardous event/occurrence.

While Final Trim Operators Pty Ltd does not wish to intrude into the private lives of employees, if drugs and alcohol have a direct impact on an individual's work performance or safety standards, it is Final Trim Operators Pty Ltd's responsibility to clients and workers to intervene.

A person's fitness for work can be impaired from a number of factors, either individually or in combination such as medical conditions, stress, substance abuse and fatigue. Final Trim Operators Pty Ltd is committed to:

- Increase awareness of the negative and harmful effects of drugs and alcohol in the workplace by the inclusion of this policy in the Final Trim Operators Pty Ltd Induction;
- Provide assistance to employees who are identified as having difficulty with being able to present themselves as fit for work; and,
- Promoting a safe and healthy workplace and encourage all employees to maintain a healthy lifestyle.

Final Trim Operators Pty Ltd's Fitness for work Policy shall endeavour to eliminate hazards by conducting Drug & Alcohol testing at the following times of employment:

- Monthly – potential employees will undergo random swab (saliva) tests pre-mobilisation;
- Urine testing – Prior to placement with companies that require laboratory testing/analysis;
- Random Testing – employees will be subjected to random site swab testing as required; and,
- Hazard causation – employees may be required to undertake a Drug and Alcohol Test if the site supervisor suspects that they may be under the influence of illicit substances or following their involvement in an incident or near miss.

Breaches of this policy will prompt an investigation which may result in corrective action, counselling or termination of employment.

Thomas Dunne
Managing Director



Date: 17th January, 2018