



## DID PILING PTY LTD

### FITNESS FOR WORK POLICY

#### DEFINITIONS:

**Fit for work** means an individual is in a physical, mental and emotional state that enables him / her to perform assigned tasks competently and in a manner which does not risk or endanger the safety or health of themselves or others.

**Affected by drugs or alcohol** means impaired work performance or observed by Management to be affected by drugs or alcohol.

#### POLICY STATEMENT:

DID PILING PTY LTD'S management believe in providing a safe and healthy work environment for its employees, subcontractors, clients and members of the public.

Final determination of "Fit for Work" is the responsibility of site management or the client.

DID PILING employees or any persons working directly under the charge of DID PILING must ensure that whilst at work they minimise the risk of injury due to an act or omission by themselves or others. Part of that duty of care is to ensure that they are in a fit state to work at the start of and throughout the work period.

Management believe the use of alcohol or drugs can severely impair an individual's ability to work safely, make decisions and to react in time of need. As such DID PILING cannot accept the consequential risk of personal injury or property damage arising from the known affects of drugs and alcohol, and their use and possession at the workplace is strictly forbidden under all circumstances.

Employees and persons under the control of DID PILING must comply with the Fitness for Work Policy and the appropriate policies of any other organisation when engaged on particular sites.

Employees are to inform the Site Supervisor or DID PILING Management if they are taking prescribed medication that may affect their concentration or ability to work safely or competently and provide the appropriate medical evidence.

To provide a fair and equitable approach to dealing with issues related to the use or effects of drugs or alcohol the "Fitness for Work" procedure shall be used at all times.

This policy is consistent with the provisions of the Occupational Health, Safety & Welfare Act, 1986 and the DID PILING Health, Safety & Welfare Policy.

This policy shall be reviewed on an annual basis.

  
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Derek Fabel  
General Manager