

Aim and Scope

This policy supports a safe, healthy, and productive workplace in which all employees, subcontractors and other workers are encouraged to maintain and proactively seek information in managing their own 'fitness for work'.

This policy applies to all Fairbrother operations and is observed by all directors, employees, contractors and other workers.

Policy Statement

Fairbrother is committed to:

- Applying effective, fair, and constructive procedures to ensure working conditions do not create unacceptable risks in the workplace.
- Providing necessary resources, training and education encouraging all workers to take a proactive and sustained approach to fitness for work within themselves and others.
- Promoting and assisting the physical, mental, and emotional health of workers so they can safely undertake their work requirements.
- Encouraging behaviour and attitudes that are conducive to a healthy and safe workplace.
- Proactively undertaking activities to observe and monitor workers fitness for work.
- Providing appropriate assistance to overcome problems that could affect or impair a worker's fitness for work.
- Establishing appropriate procedures to manage workers who are identified as being at risk or affected by factors that may deem a worker as unfit for work.
- Encouraging workers who are not fit for work for any reason to seek independent assistance or counselling services.

While at work, workers are required to be in a good physical and mental condition to enable their duties to be performed in a safe, efficient, and productive manner.

Workers must not present for work in an unfit state. They must not endanger themselves, other workers or the company's reputation, service, or assets.

Related Documents & References

[Drug and Alcohol Procedure PRO-PLP-403](#)

[Health and Wellbeing Guideline GUI-PLP-406](#)

[Employee Handbook MAN-PLP-401](#)

Accountability

The Executive is accountable to the Chief Executive Officer for ensuring this policy is implemented.

Managers and Supervisors are responsible for ensuring that this policy is implemented within their area of responsibility.



Kurt Arnold
Chief Executive Officer
FAIRBROTHER PTY LTD
9 August 2023