



## Fitness for Work Policy Statement

### 1. PURPOSE

To facilitate the provision of a safe, healthy and productive place of work through effective management of employee fitness for work risk.

### 2. SCOPE

All workers which includes: employees, contractors and volunteers.

### 3. POLICY STATEMENT

Wetback Constructions is committed to providing a safe and healthy place of work for its employees and others in the workplace. This commitment extends to Wetback Constructions obligation as an employer under the Workplace Health and Safety Act 2011.

Wetback Constructions and its employees have a responsibility for the provision of a safe, healthy, cost effective and productive workplace. This means that each individual has a responsibility to maintain personal 'fitness for work'.

Wetback Constructions employees are required to attend work in a good physical and mental condition so duties are performed in a safe, efficient and productive manner. Employees should be aware that many factors may affect fitness for work, and these can often interact with each other.

These may include:

- General health and fitness;
- Secondary employment or volunteer activities;
- Recreational activities and sport;
- Medications;
- Insufficient sleep / fatigue;
- Excessive work hours / demands;
- Injury or illness (work or non-work related);
- Consumption of alcohol or other drugs;
- Personal factors (e.g. psychological, psychiatric issues, family issues or illnesses);

An employee who attends work in an unfit manner is operating outside Wetback Constructions policy and may be subject to counselling and / or disciplinary action, depending on the degree of awareness and the severity of the risk to safety. Wetback Constructions reserves the right to direct an employee, who it believes is unable to safely perform their duties due to some form of impairment attend a medical practitioner of Wetback Constructions choice prior to continuation of duties.

**Wetback Constructions** is committed to operating its Work, Health, Safety, Environmental and Quality management in a manner that attains and sustains registration to ISO 9001:2008, BS OHSAS 18001:2007 AS/NZS 4801:2001 and ISO 14001:2004 and related legislation and acts.

Managing Director

Date: 10-6-2015

Željko Visic

**Wetback Constructions Pty Ltd**