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Company Representative
Murray McLean

Fitness for Work Policy

Document # HISG_P_012

Statement of Confidentiality

This Policy and any supporting materials contain confidential and proprietary business information of High Impact Solutions Pty Ltd. These materials may be printed or photocopied for use in evaluating and implementing the Policy but are not to be shared with or discussed with other parties.

1. GENERAL STATEMENT OF POLICY

High Impact Solutions Group (HISG) Management is committed to ensuring, so far as is reasonably practicable, that all employees are safe from injury and risk to health while they are at work and has a primary goal to maintain and improve the lifestyle, fitness and health and safety of all employees and contractors through promoting well-being and ensuring employee fitness for work.

The Responsible Officer of HISG recognises that the health, safety and welfare of employees is of primary importance, and ranks it equally with all other financial and operational considerations.

As Responsible Officer, the accountability for employee occupational health, safety and legal compliance rests with the Managing Director of HISG.

2. OBJECTIVES


The objectives of this HISG Fitness for Work Policy are to:

- Monitor work hours and ensure that an appropriate rostering system is in place and effective;
- Encourage employee wellness and an active lifestyle therefore reducing the risks of illness;
- Encourage employees to take periodic annual leave to maintain the life balance between work, family and friends;
- Inform and educate all employees on the potential impacts of medication, illicit drugs, alcohol, fatigue and other issues relating to general well-being and work performance;
- Recognise that fatigue, the use of illicit drugs or the misuse of alcohol may be symptoms of other underlying issues;
- Communicate to all employee's methods to access appropriate assistance for any issue that may impact fitness for work;
- Prohibit the possession or consumption of illicit drugs or unauthorised use of alcohol on company premises or sites;
- Achieve a standard where all employees maintain zero blood alcohol and less than detectable levels of illicit drugs while engaged in workplace duties and implement appropriate forms of testing for HISG purpose;
- Promote exercise, healthy eating and a smoke free environment to improve or maintain employees own well-being; and
- Ensure that acknowledgement of a fitness for work issue raised by an employee/contractor (providing it is prior to any negative event) is dealt with in a confidential manor.

3. FITNESS FOR WORK RESPONSIBILITIES

The promotion and maintenance of occupational health and safety is primarily the responsibility of management. However, it is recognised and agreed that all HISG and contracted employees share the responsibility of their actions and omissions which may have a detrimental effect on themselves or others. Therefore, it is the individual responsibility of each HISG/contracted employee to identify to their responsible supervisor immediately if there may be a possibility if they or another person responsible to HISG may have any fitness for work issues.

Approved By: Murray McLean; Managing Director, High Impact Solutions Group

Signed: 

Date: 6 July 2021