

# INSTRUOUS CONSTRUCTION

## Fitness For Work Policy

**Instruous Construction** recognizes that people on Site who are not in a fit state to work safely pose a risk not only to themselves but all other people.

Workers may not be in a fit state if they are:

- Impacted by illness or injury;
- Fatigued; or
- Affected by alcohol and/or drugs.

In line with the Occupational Safety and Health Policy, Instruous Construction is committed to providing a workplace free of the hazard posed by people who may be unable to work safely.

**To meet this commitment, Instruous Construction management and staff will:**

- Ensure it is a condition of employment for all employees be 'fit for work' and in a condition to carry out their normal duties.
- Require contractors to ensure that their employees and subcontractors are 'fit for work'.
- Raise worker awareness during their induction to Instruous Construction's zero tolerance approach to drugs and alcohol on site, the risks associated with fatigue and the requirement to report all injuries and illness.
- Ensure that responsible shift lengths are implemented to prevent fatigue related issues.
- Ensure that workers affected by work related injuries are correctly rehabilitated via the use of suitable return to work programs.
- Make all reasonable efforts to ensure that workers with pre-existing medical conditions are identified and suitable controls are in place as appropriate.
- Remove workers from the workplace where there is a reasonable belief that the person is not fit for work and make arrangements for that person's safe transport to medical assistance or residence as appropriate.
- Implement a Drug and Alcohol Management Procedure to underpin this policy.
- Conduct drug and alcohol testing as deemed necessary by management, which may include but is not limited to:
  - Where management has significant reason to believe that an individual is under the influence of alcohol or drugs;
  - For reasons of random testing;
  - Where an individual is involved in an accident, incident or near miss;
  - Where an individual displays any unsafe behaviour or causes injury to any other person or commits an act of negligence or carelessness or shows disregard for safety.

NOTE: Failure to submit to a drug and alcohol test will be deemed to be a positive result.

**This signed statement of policy will be displayed at all relevant work locations.**



XAVIER HART  
**GENERAL MANAGER**  
**INSTRUOUS CONSTRUCTION**

**Date:** September 2020 **Review**

**Date:** September 2021