

FITNESS FOR WORK POLICY

Gedoun Constructions is committed to providing and promoting an environment where all individuals are fit to perform work competently and in a manner which does not compromise their safety and health or the safety and health of others. Gedoun Constructions will identify, access and manage fitness for work risks, and maintain a fitness for work program which includes:

Pre-Employment Medical Assessment

Gedoun Constructions implements a pre-employment medical program to ensure that employees are fit to undertake the tasks required of them in their prospective role.

Drug and Alcohol Management

Recognising that drugs or alcohol can affect health, safety and wellbeing, it is Gedoun Constructions policy that all work locations are required to be drug and alcohol free. In support of this commitment, Gedoun Constructions will implement a drug and alcohol management program comprising:

- Informing and supporting employees to manage issues they may have with drugs and alcohol
- Random testing of all workers in accordance with the applicable legislative requirements
- Testing of workers involved with significant incidents
- Testing of workers where there is reasonable cause to suggest that they are affected by drugs or alcohol

The objective of the drug and alcohol management program is to create and maintain a culture where all of our workers choose to present for work free from the effects of drugs and alcohol.

Mental Health and Wellbeing

Gedoun Constructions aims to promote positive mental health and wellbeing through strategies including:

- Providing, implementing and maintaining programs such as fatigue management, drug and alcohol management and employee assistance
- Developing strategic partnerships with external agencies to promote mental health and wellbeing initiatives
- Promoting awareness and educating discrimination to encourage workers to participate in positive health and wellbeing programs

Leadership Responsibilities:

- Facilitate implementation of this fitness for work policy and associated procedures through the induction
- Support workers returning to work on a return to work program, from illness or injury
- Monitor fitness for work of workers and intervene as necessary
- Facilitate assistance to employees who may be experiencing difficulties outside the work environment that is affecting their performance
- Ensure employees who are deemed unfit for work are dealt with in a just and fair manner

All workers are required to:

- Take care to ensure personal safety and comply with requirements of this policy and the fitness for work program
- Inform their respective supervisor of any changes in their personal circumstance that may affect their fitness for work
- Ensure that they are in a fit state to carry out their duties without risk to themselves or others

- Notify their supervisor of any potential impairment of their fitness for work, including possible effects from prescription or pharmaceutical medication that may impact on their safety or performance at work

Fitness for Work Information and Training

Gedoun Constructions will provide education and training to employees on fitness for work issues and fitness for work requirements through initial induction and ongoing information and awareness sessions.

This Fitness for Work Policy is fully supported by Senior Management and Staff.



**Joseph Gedoun, Director
Gedoun Constructions Pty Ltd
May 2017**



**Paul Gedoun, Director
Gedoun Constructions Pty Ltd
May 2017**