



## FITNESS FOR WORK POLICY

### **Thermal Installations WA is committed to providing a place of work which minimises risk arising from lack of fitness for work**

The management of fitness for work is considered a shared responsibility between an organisation and its personnel. Thermal Installations WA is responsible for providing a safe system of work, which includes the development, implementation and management of a safe work environment and work practices.

Thermal Installations WA has a responsibility to take appropriate action when health, safety or work performance of individuals in the workplace is impacted by fatigue, stress or alcohol and/or drug use.

Individuals are also responsible for ensuring that they consider their lifestyle and medical factors to ensure they are fit for work and not impaired by fatigue, or under the influence of alcohol or any drugs that may in any way affect their, or others ability to safely perform their duties or negatively impact on their health and wellbeing.

#### **Thermal Installations WA will:**

- Educate its employees about the impacts of fatigue and stress.
- Increase awareness about fitness for work, and drug/alcohol consumption.
- Provide appropriate fatigue management training.
- Develop and implement agreed working rosters to ensure adequate opportunity for restorative sleep and work-life capacity is provided.
- Ensure that if a person's capacity to work safely is reduced by fatigue they can notify their supervisor without fear of adverse repercussions.

This Policy applies to all individuals on Thermal Installations WA work sites and covers a range of issues that may impact on fitness for work including fatigue, stress, physical wellbeing, medical issues and drugs and alcohol.

**Gavin Wright**

**Director**

**APPROVED: 1<sup>st</sup> July 2019**

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