

FITNESS FOR WORK POLICY

Aim

Multiplant is committed to promoting the wellbeing of its employees, contractors and visitors. All parties who work for or with Multiplant who present for work at any site or office associated with Multiplant are required to be fit to perform duties safely and competently.


Policy

Multiplant fosters a culture whereby it is not acceptable to come to work in a condition that would pose a risk to the health and safety of themselves or their fellow workers. As such Multiplant:

- ❖ Has a ZERO alcohol limit and measures drug impairment levels in accordance with Australian Standard AS/NZ 4308;
- ❖ Requires individuals using prescription or non-prescription medication to do so safely and declare the use of any medication to their supervisor;
- ❖ Encourages individuals to self-manage and report impaired fitness for work to their supervisor before starting their work shift, without fear of disciplinary action;
- ❖ Provides assistance through a range of preventative, educational and rehabilitation measures to overcome problems that could impair an individual’s fitness for work;
- ❖ Monitoring compliance and enforcement of this Policy and its procedures, including drug and alcohol testing; and
- ❖ Will determine an individual’s fitness for work based on the opinion of the principal employer, manager or supervisor in conjunction with other assessment procedures.

Roles and Responsibilities

This Policy applies to all Multiplant employees and contractors at all sites at all times.

Chief Executive Officer:  Date: 22/6/16
 References:

OHS Legislation in all States

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