



St. George Project Services

Our Team... Your Success

FITNESS FOR WORK POLICY

Revision 4 – March 2020

St George Project Service's Fitness for Work Policy is intended to promote health, safety and wellbeing to all its employees, subcontractors and suppliers.

The statement "Fitness for work" encompasses many elements of wellbeing that can affect work performance and in turn safety. Some of these elements include:

- Fatigue
- Stress
- Use of prescription drugs
- Alcohol or illegal drug use
- Emotions
- Home life

St George Project Services is committed to:

- Providing a working environment in which employees are not exposed to hazards arising from the use of alcohol or drugs;
- Ensuring that all workers engaged by SGPS are in a fit condition to safely carry out their work, and that workers are not impaired in any way by the effects of alcohol or drug use;
- Maintaining standards that ensure the use of substances, whether legal or illegal that are detrimental to the safe conduct of work are prohibited and are cause for immediate termination of employment and removal from the work place of the person/s involved;
- Maintaining the standard that the consumption of alcohol while at work is not permitted, except for authorised work functions when the consumption of alcohol is sanctioned by senior management of the company, who will ensure adequate supplies of low alcohol and non-alcohol beverages are available;
- Providing a safe and healthy working environment to all employees and subcontractors;
- Encouraging open communication relating to the elements which affect an individual's fitness for work;
- Providing appropriate assistance to overcome issues that may be affecting an individual's fitness for work;
- Manage work hours to decrease the likelihood of fatigue and stress.

Luke St. George

Director

Date: 17 March 2020