Fitness For Work Policy

PACT 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 Work Health and Safety Policy, PACT is committed to providing a workplace free of the hazard posed by people who may be unable to work safely.

To meet this commitment, PACT management and employees will:

- Ensure it is a condition of employment for all employees be 'fit for work' and in a condition to perform their normal duties.
- Require contractors to ensure that their employees and subcontractors are 'fit for work.'
- Raise worker awareness during their induction to PACT's drugs and alcohol testing and management process, 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.



Jason Thomson
GENERAL MANAGER
PACT CONSTRUCTION

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