

FITNESS FOR WORK POLICY

It is Pipemech's policy to ensure that we fulfil our duties under health and safety legislation by ensuring that workers do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which workers are not exposed to hazards arising from the adverse effects of alcohol or drugs use, or impairment from fatigue, stress, or other medical or physical conditions.

Aim and Objectives:

Pipemech will strive to ensure that all workers engaged by this company, either as employees or contractors, are in a fit condition to safely carry out their work, or that workers are not impaired in anyway by the effects of alcohol or drugs use, or fatigue or stress. To achieve this, no person will be allowed to enter a workplace or carry out work while impaired by alcohol or drugs, or suffering adverse effects of fatigue or stress, illness, injury or other medical or physical impairment.

We shall:

Communicate Pipemech Fitness for Work Policy and Procedure for Fitness for Work CORP-I100-PR-0008 to all relevant stakeholders including employees, subcontractors and visitors,
Provide education and training to our people to achieve the knowledge and skill in identifying and managing Fitness for Work issues,
Conduct all testing of alcohol and drugs in accordance with applicable legislation and Pipemech Procedures and all testing to be completed by a trained and certified person, and
Assist employees and direct family members who require support by providing an Employee Assistance Programme (EAP), maintaining confidentiality and employment for issues relating to but not limited to stress, grief, grievance and substance abuse.

Responsibilities:

All workers must ensure that they report to work in a physical, mental and behavioural condition that will allow them to perform their duties competently and in a manner that does not place themselves or others at the workplace at risk. This will require them to ensure that they are able to comply with company requirements for alcohol and drugs impairment and that workers ensure that they obtain sufficient rest before commencing work to ensure that they can carry out their work in a safe and effective manner. Any workers who are suffering a medical or physical illness, injury or other condition must inform their supervisor / manager prior to commencing work to enable an assessment of their ability to carry out their work in a manner that will not affect their work health and safety and the health and safety of others to be carried out. It is the commitment of Pipemech to clearly communicate to all stakeholders that there is no place for illegal and / or inappropriate / excessive use of drugs and alcohol by any of its personnel irrespective of the location, site or activity and that such behaviour will not be tolerated.

AUTHORISED BY



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