

Fitness For Work Policy

Elite Project Solutions (EPS) is committed to providing a safe place of work. Fitness for Work is about individuals being safe for work.

The management of fitness for work is considered a shared responsibility between EPS and its personnel. EPS requires individuals at work, to be in a physical, mental, and emotional state, that enables the individual to perform their assigned duties effectively, in a manner that does not increase the risk to themselves and others. It is the responsibility of the individual to manage personal factors, which impact on their ability to perform work, unimpaired and to the full extent of their capability.

The Management Team at EPS shall:

- 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.
- Provide mental health and wellbeing training and support.
- 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 EPS work sites and covers a range of issues that may impact on fitness for work including fatigue, stress, mental health and wellbeing, medical issues and drugs and alcohol.

APPROVED:

This Policy will be reviewed every 12 months to ensure its appropriateness, accuracy and value.



Craig Riding

Director



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Director