

## **Metro Steel Fabrication WA (MSFWA) is committed to providing a place of work which minimises risk arising from lack of fitness for work**

The management of fitness for work is considered a shared responsibility between an organisation and its personnel. MSFWA is responsible for providing a safe system of work, which includes the development, implementation and management of a safe work environment and work practices.

MSFWA has a responsibility to take appropriate action when health, safety or work performance of individuals in the workplace is impacted by fitness issues such as fatigue, stress or alcohol and/or drug use.

Individuals are also responsible for ensuring that they consider their lifestyle and medical factors to ensure they are fit for work and not impaired by fatigue, or under the influence of alcohol or any drugs that may in any way affect their, or others ability to safely perform their duties or negatively impact on their health and wellbeing.

### **MSFWA will:**

- Educate its employees about the impacts and consequences resulting from fatigue, stress and/or the misuse of drugs and alcohol;
- Increase awareness about fitness for work issues, including individual responsibilities surrounding drug/alcohol consumption, and company procedures such as random drug and alcohol testing, health surveillance etc.;
- Offer rehabilitation and assistance to any employee considering the individual's right to privacy and confidentiality;
- Provide appropriate fatigue management training;
- Develop and implement agreed working rosters to ensure adequate opportunity for restorative sleep 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; and
- Provide an Employee Assistance Program (EAP) that places emphasis on the recognition and management of stress, fatigue and drug and/or alcohol issues.

This policy applies to all individuals on MSFWA work sites and covers a range of issues that may impact on fitness for work including fatigue, stress, physical wellbeing, medical issues and drugs and alcohol.

Our Fitness for Work Procedure outlines the company's procedures and the conditions of employment in relation to fitness for work issues and is available for reference to all personnel.

### **APPROVED:**

**23<sup>rd</sup> October 2020 / Revision No.: 1**



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