



# FITNESS FOR WORK POLICY

[www.ibes.net.au](http://www.ibes.net.au)

## **IBES Australia 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. IBES Australia is responsible for providing a safe system of work, which includes the development, implementation and management of a safe work environment and work practices.

IBES Australia a responsibility to take appropriate action when health, safety or work performance of individuals in the workplace is impacted by fatigue, stress or alcohol and/or drug use.

IBES Australia also recognises that some personnel may need support for an alcohol and/or drug related problem or stress and provides EAP counsellors as a free and confidential service.

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.

### **IBES will:**

- Educate its employees about the impacts of fatigue;
- Increase awareness about fitness for work, and drug/alcohol consumption;
- 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 IBES Australia 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.

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