



## Fitness for Work Policy

All personnel engaged by **Scavenger Supplies** shall be suitably qualified and medically fit to perform the assigned duties. To achieve and maintain this status the following guidelines shall apply:

### **Fitness for Work Management**

**Scavenger Supplies** shall be responsible for ensuring that:

- All personnel have the necessary qualifications and are medically fit for the position held.
- Procedures are in place to guide personnel in everyday tasks and additional specialized requirements.
- Training is part of the company's regime to assist personnel to undertake tasks in a safe and healthy manner.
- Personnel are not subjected to exposure to unsafe work practices or health hazards, through constant communications and review with onsite personnel

### **Medical & Physical Assessment**

**Scavenger Supplies** shall ensure that all personnel engaged by the company are:

- Physically capable of performing the tasks by ensuring regular medical examinations are undertaken (This should be at a minimum in compliance with the Health Requirements Procedure).
- Further tests or examinations may be required to satisfy the client's needs, such as D & A which may be mandatory for working on certain sites.
- Re-examined by a company appointed doctor after suffering an injury/illness to ensure they are fully fit to resume work.

### **Fatigue Management**

**Scavenger Supplies** shall ensure that:

- None of their personnel or subcontractors are placed in a situation where excessive working hours causes fatigue.
- A minimum of 10 hours rest in any 24-hour period is achieved.
- If operations are over a 24-hour period that a relief person is available to ensure that required rest periods are achieved.

### **Occupational Stress**

Both **Scavenger Supplies** and all Personnel shall ensure that work is monitored on a regular basis and ensure through regular communication that:

- Personnel are not placed in a position where they are expected to achieve goals beyond their capability
- Personnel are not subjected to unreasonable demands above their capabilities at their worksite.
- The welfare of personnel is satisfactory, and no underlying personal problems exist that may cause stress in the workplace.



## Fitness for Work Policy CONTINUED

### **Drugs and Alcohol**

**Scavenger Supplies** shall ensure that:

- The company's Drug & Alcohol Policy is maintained and adhered to.
- All personnel are instructed to abide by the client's procedures regarding Drugs and Alcohol, by observing the client's D & A Policy.
- If found to have a problem with drugs and/or alcohol, personnel shall be instructed by **Scavenger Supplies** to seek help. This can be done initially through **Scavenger Supplies** Management or to an outside support organization.

**Scavenger Supplies** Management will continue to be accountable for the health and safety of their employees and consultants. Their responsibilities will also include the promotion and implementation of the **Scavenger Supplies** policies and the continuous development of job skills, systems, and procedures. The above guidelines will be supported by the **Scavenger Supplies** Health Requirements Procedure.

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Director

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