

Are you *Fit For Work*?

YOURSAFETY@IRP - TOOLBOX DISCUSSION

What does being “fit for work” mean?

Fit for Work” means that an individual is in a physical, mental and emotional state which allows them to work competently and in a manner that does not threaten their safety and health or that of others.

A person’s capacity to achieve this may be influenced by factors such as fatigue, stress, injury or illness, general level of fitness or being under the influence of alcohol or drugs.

Prior to starting any work for IRP, employees must demonstrate they are fit to do so. This can take the form of an employee declaration stating that they have no limitations, i.e. adequate rest, no past injuries or medical conditions which may impact on their ability to perform work safely etc.

IRP and/or the Host employer may also require employees to undertake specific tests to demonstrate their fitness to work. These can include drug and alcohol screening, medical evaluations and functional capacity assessments etc.

Once working, it is an employee’s responsibility to manage their personal factors, which impact on their ability to perform the required work, unimpaired and to the full extent of their capability. As outlined within IRP’s Fit for Work Policy, an employee must also:

- Maintain a level of personal fitness required to meet the requirements of their position;
- Disclose to IRP any other work they are engaging in outside of IRP employment so that IRP can manage workload and fatigue effectively;
- Advise their Supervisor/Manager before starting work of any factor that may influence their fitness for work (including the taking of prescription drugs, inadequate sleep/rest, suffering from an illness/ailment, being under the influence of drugs or alcohol etc.);
- Advise their Supervisor/Manager at any time whilst performing work if they believe that they are unfit to continue for any reason;
- Comply with IRP and host client/customer Fit for Work policies which may include Pre-engagement, Random and For Cause drug and alcohol testing;
- Report situations to supervisors/managers where it is suspected that fellow work colleagues may not be fit for work.

Talk to your site supervisor and your IRP consultant if you have any questions about IRPs *Fit For Work* policy – 9477 7999



SAFETY IS EVERYONE'S RESPONSIBILITY
Take Action – Make SAFETY a lifestyle choice

If you are having trouble managing your personal factors and feel it might be impacting on your work, talk to your IRP supervisor immediately. Together a plan can be put in place (i.e. scheduling the day off) which can avoid incidents from happening.

Note: IRP employees who are reported to be in breach of the Fit for Work policy may be subject to a disciplinary procedure which can include instant dismissal.

Employees should also be aware that a workers' compensation or a common law claim may be affected if they are involved in a work related accident while under the influence of alcohol or drugs.