



Fitness for work

1. INTENT

This standard identifies the controls required to manage operational risks associated with fitness for work.

2. APPLICATION

This standard applies to all Perenti projects. Fitness for work includes:

- Presenting to work free of alcohol, or illicit drugs; or any unauthorised, excessive or undeclared prescription medications;
- Preventing and effectively managing dehydration, heat illness and fatigue;
- Maintaining physical health including the capacity/physical capability necessary to perform the inherent requirements of the job;
- Managing mental health conditions and stress;
- The assessment, monitoring, management and prevention of occupational health-related risk exposures;
- The management and outcomes of rehabilitation, injury management and return to work processes following a work-related injury, including work capacity assessment and periodic medical and health assessments as required; and,
- Providing a workplace and work processes that support mental health and wellbeing in the workplace.

3. STANDARD

3.1 PEOPLE REQUIREMENTS

- All persons are to present for work fit and healthy to undertake the duties of their role. Any person with a condition, physical or psychological, that may prevent them from being able to safely carry out their assigned tasks must be raised with that person's immediate supervisor.
- Whenever rostered for, or when attending work, employees must have a Blood Alcohol Concentration (BAC) of zero (0.00% BAC).
- Attendance at work with a detectable amount of an illicit drug which is at or which exceeds the concentration limits specified in the Australian/New Zealand Standard 4308-2008 is prohibited.
- The possession, sale, procurement or use of any illicit drug, or any implement related to illicit drug use is prohibited at any work location including onsite accommodation.
- Prescription medication must be for personal use only by the person to whom the medication is prescribed and within the specified use-by dates.
- The use of prescription medication by any person must be declared to their immediate supervisor and be accompanied by a current prescription or label issued to that person.
- Pharmacy (non-prescription) medication must be for personal use only and where there is a credible risk to the safe conduct of work must be declared to the immediate supervisor.

3.2 SYSTEMS AND PROCEDURAL REQUIREMENTS

- All prospective employees must pass a pre-employment medical assessment before commencing their employment with Perenti, including:
 - Appropriate functional testing to confirm their ability to meet the physical requirements of their role;
 - Alcohol and drug screening.
- ISG's will implement and maintain an Employee Assistance Program (EAP) through an external provider and will communicate information about the context, purpose and contact details for the program to all employees in each work location.
- ISG's must implement, maintain and communicate the following awareness and education programs consistent with the Perenti Health and Hygiene standard including:
 - Mental health and wellness;
 - Physical health and wellness (with the aim of mitigating musculoskeletal risk exposures);
 - Fatigue management;
 - Managing fitness for work for Leaders;
 - Dehydration and heat illness;
 - Occupational Hygiene;
 - Injury management for Leaders.
- Every work location must have calibrated equipment for the purpose of workplace alcohol and drug testing and a trained and competent person to conduct that testing.
- Every employee at a Perenti work location must participate in fitness for work testing, including breath alcohol testing, hydration testing and Fatigue self-assessments according to procedure or safety management plan requirements.
- In the case where an employee is injured at work, processes must be in place to ensure appropriate and timely medical treatment and rehabilitation programs are provided to expediate recovery and return to work.
- Following an absence due to personal illness or injury, an employee may be required to undertake a fitness for work assessment and obtain a medical certificate prior to returning to work.

3.3 PLANT AND EQUIPMENT REQUIREMENTS

- A documented process must be developed and implemented to ensure that equipment used for fitness for work assessments is inspected, maintained and calibrated as per the manufacturer's requirements.
- Every work location must keep a register of calibrated equipment and must have access to relevant calibration or service records.