



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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