

Fitness for Work Policy

RATIONALE

To enable all Employees, Contractors and Visitors to present to the workplace and maintain while at the workplace a “fit state of wellbeing”.

POLICY

Tulla Drilling (TD) is committed to the safety and health of all individuals associated with its' operations. To achieve this, TD will aim to educate, raise awareness, refer to, coach, monitor, test and if required take disciplinary action in order to maintain the safety and health of those individuals associated with its' operations.

This policy will encompass Drug & Alcohol Management and Fatigue Management. TD will aim to provide an effective Fitness for Work Program which may include the following:-

- Drug and Alcohol Education and Training;
- Random Drug and Alcohol Testing;
- Fatigue Management Education;
- Fatigue Assessments;
- Employee Assistance Program.

All individuals associated with TD may be subject to Drug and Alcohol Testing on random and or cause basis in order to maintain safety in the workplace.

Management will aim to minimise those risks associated with fatigue in the workplace.

NON COMPLIANCE

Employees who present to work in an unfit state as a result of fatigue, prescribed medications, alcohol consumption or illicit drugs may be subject to disciplinary action or dismissal.

EMPLOYEE RESPONSIBILITIES

- Inform your Supervisor if taking prescribed medications;
- Inform your Supervisor of any conditions or situations that may affect your fitness for work;
- Present to work in a fit state;
- Manage your fitness for work including adequate sleep and diet;
- Comply with all policies and procedures.

MANAGEMENT RESPONSIBILITIES

- Provide employee education and training for Fitness for Work;
- Monitor and Review Fitness for Work within the organisation;
- Communicate this policy throughout the organisation.

Related Documents:

- 1.0 - HSEC Management Plan
 - 1.1 FM1 - Occupational Health and Safety Policy.
 - 1.1 FM6 - Drug and Alcohol Policy.
- 3.0 - Qualified and Safe Personnel Procedure:
 - 3.2 Fitness for Work.
 - 3.2.3 HSEC Fatigue Management.
 - 3.4 Health Assessment and Monitoring.



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