

BI-05S.06 Comprehensive fitness for work process includes alcohol and other drugs

Expectations

Site requirements that all employees, contractors and visitors are fit for duty (unimpaired) while in the workplace.

Specify

An effective site fitness for duty approach that:

- Applies equally to all, influences positive behaviours and helps people
- Emphasizes self-management, individuality accountability and shared responsibilities
- Includes 'credible threat' AOD (alcohol and other drugs) impairment screening processes and consequential discipline
- Recognizes and responds to the multiple reasons why people may be impaired at work
- Supports supervisors to remove impaired persons from workplaces and then deals with the reason for impairment
- Minimizes inconvenience to the majority while delivering required outcomes

Implement

Training and awareness for all personnel on site fitness for work process and their responsibilities.