

FITNESS FOR WORK POLICY

DeltaSBD's future is dependent on the performance and actions of our employees and contractors. An integral part of this is recognising the causes of reduced employee ability, including alcohol, legal and illegal drugs, fatigue, illness and stress and ensuring employees suffering from the above are don't put themselves or other employees and contractors at risk in the workplace.

DeltaSBD believes that the above problems are treatable and encourages employees and contractors who may be affected to seek assistance from appropriate organisations

To achieve this policy DeltaSBD will undertake the following

- Develop a culture that emphasises personal responsibility for health and safety*
- Require all personnel to comply with all government laws and regulations, DeltaSBD and client procedures*
- Implement and maintain a system to monitor hours worked*
- Undertake appropriate assessment of employees to indicate fitness for work.*
- Provide counselling where problems exist.*
- Encourage suitable treatment etc where significant physical, psychological and emotional problems exist.*
- Ensure all DeltaSBD employees are informed and understand their obligations under this policy.*
- Ensure all employees who are deemed not fit for work are dealt with in a fair and equitable manner*



Managing Director, DeltaSBD