



FITNESS FOR WORK POLICY

At Drainline, we have over 40 years industry specific experience and expertise to look after all your plumbing and drainage needs. Drainline services a diverse customer base including residential home owners, water corporations, councils, developers, commercial and industrial businesses, construction companies, project engineers, asset managers, owner's corporations and our fellow plumbing business.

Drainline as well as individuals needs to ensure that they arrive and maintain a level of fitness to carry out their work tasks as assigned, this includes ensuring that:

- Alcohol and other drugs shall not be consumed on the organisation's premises, temporary worksites, in work vehicles, or at any time whilst conducting works tasks for the organisation.
- Employees may take prescription drugs for legitimate medical reasons. If these drugs are likely to affect performance or behaviour, their immediate supervisor must be notified. This is especially important when workplace safety is at risk, such as when driving, working at heights or operating heavy machinery.
- No alcohol or other drugs are to be consumed at any time prior to commencing work or on break times as this may impair the employee's ability to perform their required duties.
- The organisation has a responsibility to identify and act on all workplace factors that may influence an employee using alcohol or drugs as a support and implement a hazard management process to eliminate or control these risks.
- Any employee identified as having an alcohol or drug-related issue that is impinging on their ability to perform their duties:
 - will be treated with respect
 - can expect and will be afforded complete confidentiality
 - Due to the nature of the work may be sent offsite until he/she is fit to resume works activities
- Being 'fit for work' by considering the following fatigue management aspects:
 - Develop a lifestyle that takes account of working and rotating day/night shifts.
 - Get in to good habits to ensure that sufficient 'good quality' sleep (i.e. deep and uninterrupted) is obtained.
 - Prepare adequately before starting work (e.g. meals, hydration, rest breaks)
 - When carrying out operational duties, use breaks to avoid fatigue.

Drainline Plumbing personnel and those working on behalf of the organisation are responsible for the implementation of this Policy.

This Policy shall be reviewed on an annual basis and is available to all interested parties upon request.

A handwritten signature in blue ink, appearing to read "Ty Millen", written over a horizontal line.

Ty Millen
Managing Director

A handwritten signature in blue ink, appearing to read "Jason Lynd", written over a horizontal line.

Jason Lynd
Managing Director

5th July 2019