



## FITNESS FOR WORK POLICY

POLICY TYPE	DOCUMENT CONTROLLER	RESPONSIBLE MANAGER	POLICY ADOPTED	REVIEW DUE
Council	Risk & Regulatory Coordinator	General Manager	25 September 2023	September 2025
<b>PURPOSE</b>	To ensure that the health and safety of all persons is not at risk or adversely affected by anyone attending the workplace while not fit for work.			
<b>SCOPE</b>	<p>This Policy applies to all workers (a worker includes an employee, labour hire staff, volunteer, apprentice, work experience student, sub-contractor, contractor and consultants) employed or engaged by Council at any of its workplaces.</p> <p>The Policy will also apply to Councillors when attending a Council workplace as part of their role as an elected member.</p>			
<b>POLICY</b>	<p><b>1. Responsibility</b></p> <p>All workers have a responsibility to ensure that they are fit to perform their duties without risk to the health and safety of themselves and others.</p> <p>Managers, coordinators, supervisors and team leaders are expected to ensure that all employees, contractors, volunteers and students abide by this Policy at all times.</p> <p>Council, in managing this Policy, will ensure, wherever possible, that confidentiality is maintained at all times.</p> <p>Everyone working at or attending any Devonport City Council workplace must abide by this Policy and supporting procedures to ensure they maintain the capacity to safely perform work.</p> <p>A person's fitness for work may be compromised by:</p> <ul style="list-style-type: none"> <li>• inadequate or insufficient quality of sleep over an extended period;</li> <li>• the type of work performed and/or the work environment;</li> <li>• consumption of alcohol;</li> <li>• the use of drugs (prescription, non-prescription, illicit or other);</li> <li>• general level of fitness and/or medical condition; and</li> <li>• mental health conditions.</li> </ul> <p>To meet the Policy objectives, Council will:</p> <ul style="list-style-type: none"> <li>• aim to provide a safe and healthy working environment free of work-related injury or illness;</li> <li>• minimise the risks of persons presenting for work or conducting work while impaired;</li> </ul>			

