

Fitness for Work Policy

Our commitment

AMH Civil and leadership is committed to creating a workplace environment where our employees are healthy, fit for work and are safe from hazards arising from fatigue, alcohol or drugs.

Policy in practice:

To achieve this commitment AMH Civil will:

- Ensure employees, contractors and clients are aware of and comply with their fitness for work responsibilities
- Ensure employees do not expose themselves or others to risks from fatigue, alcohol or drugs either legal or illegal through adequate supervision and Prestart assessment
- Establish a mental health workplace management plan to communicate and manage mental health responsibilities and obligations
- Train Supervisors as first responders and fitness for work assessors to ensure worker wellbeing is proactively supported and encouraged
- Implement an Organisational Chart with clear reporting structures for all personnel to ensure adequate supervision and checking in
- Ensure workplace conditions do not create and unacceptable risk of fatigue or exposure to risks arising from the use of alcohol or drugs
- Use workplace processes to assess, report and manage circumstances where an employee or contractor presents or is deemed unfit for work due to fatigue, alcohol or drugs
- Provide preventative support and rehabilitation measures to address fitness for work issues arising from fatigue, alcohol or drugs
- Conduct show cause or random drug or alcohol testing on work sites
- Request reasonable information about employee prescription medications used at work
- Limit travel to workplaces to less than 100km one way without General Manager approval and further fatigue management systems implemented

A handwritten signature in black ink, appearing to read 'JM'.

Joseph Mansell

General Manager / Director

AMH Civil