

Fitness for Work Policy

Our Purpose

Brunel is committed to providing people who are physically, emotionally, & psychologically fit to attend and perform their work competently and in a manner that does not compromise their health or safety, or the health and safety of others. This policy is to be implemented in conjunction with Brunel's Drug & Alcohol Policy. We believe that people who arrive to work fit and without injury should be able to return home in the same condition. The purpose of this policy is to achieve this outcome, to minimise harm, and to recognise that this can only be achieved by Brunel and its people committing to the responsibilities as outlined below.

To achieve our purpose Brunel will:

- Maintain & grow a "Zero Harm" culture that supports fitness for work and a safe working environment.
- Conduct pre-employment medical testing, including drug & alcohol screening, in accordance with Australian Standards and Client requirements.
- As far as reasonably practicable work with clients to; identify, assess, and control risks and/or hazards that could affect an employee's fitness for work.
- Comply with regulatory, statutory, legal, and contractual requirements, including public health directions.
- Assess & actively manage risks to fitness for work (including fatigue, environmental factors, and drug and alcohol expectations).
- Provide a comprehensive Employee Assistance Program.
- Adopt a "Zero Tolerance" approach to the use of illicit drugs and/or alcohol in the workplace.
- Provide support to any employee who presents as unfit for work.
- Commit the necessary resources to promote and maximise the effectiveness of this policy.

Additionally, Brunel requires our people to:

- Ensure that any prescribed medication, including medicinal cannabis, does not impair their ability to perform their role safely and does not breach legal requirements.
- Present to work able to pass a zero-presence test for alcohol and non-prescribed / illegal drugs.
- Comply with all reasonable requests to undergo Drug and Alcohol testing.
- Answer all questions in relation to medical screening honestly and to their best possible knowledge.
- Report any person reasonably suspected of being unfit to perform their duties to the nearest Supervisor.
- Take reasonable care to present themselves as fit for work.
- Before commencing or while undertaking work, report any injuries, illness, or undeclared medication to their supervisor or medical staff as soon as reasonably practicable.
- Abide by Government health directions, or subsequent requirements from Brunel to comply with them.

Please be aware that failing to meet Fitness for Work standards in accordance with this Policy may result in disciplinary action and possible termination of contract.



Tania Sinibaldi
Managing Director
April 2024