



Fitness For Work Policy

Fit for Work means that an individual is in a state (physically and psychologically) to perform tasks assigned to them competently and in a manner which does not compromise the safety or health of themselves or others.

Where it is believed that an individual may not be Fit for Work then intervention is required to ensure that the risk to health or safety is tolerable.

An employees' ability to perform their allocated work task is directly affected by the way they have used their rest breaks and time away from work. While it is not reasonable to intrude into how employees spend their rest breaks the Company wishes to inform all staff and their families of the benefits of a balanced lifestyle.

Employees should be aware that certain activities can impact significantly on their well being and capacity to work effectively. These include:

- A second job
- Recreational activities and Sport
- Insufficient sleep
- Consumption of alcohol and drugs (prescribed or otherwise)
- Stressful situations

If there is reasonable doubt about an employees' fitness for duty, Goodline will not allow that person to commence work until they have been assessed as safe to do so.

Employees must not commence work when deemed to be fatigued. An employee who does so is operating outside the company policy and may be subject to counselling and / or disciplinary action, especially if the safety of personnel is put at risk. Goodline reserves the right to request that an employee, who it believes is unable to safely perform their duties because of fatigue or other form of impairment to attend a medical practitioner of the company's choice.

Goodline will take all practicable steps in the placement of employees to ensure the hours of work, shift/rosters and workplace conditions do not create an unacceptable risk of fatigue.

John Kennedy
Managing Director

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