



Fitness for Work Policy

Eastern Guruma is committed to the health, and safety of our employees. We acknowledge our duty of care and are committed to providing a workplace free of hazards arising from fatigue, stress, or the consumption of alcohol or other drugs.

We will take all principle steps to ensure the hours of work; shifts/rosters and workplace conditions do not create an unacceptable risk of fatigue. Normal employee rosters will provide a twelve hour break between.

During employment induction Eastern Guruma will actively promote awareness that fitness for work may be influenced by the following: Alcohol, Drugs, Fatigue, Mental Fatigue, Hydration levels, Injury, Illness, and/or Stress.

Eastern Guruma supports a ZERO tolerance to Drugs and Alcohol in the workplace, and we conduct random Drug and Alcohol testing in the workplace Eastern Guruma requires that:

- Employees present fit for work prior to the commencement of duty;
- Employees must not present for duty, or be available to perform any duty, if the employee is aware that of being adversely affected by a drug or by alcohol;
- Where an employee uses a prescribed or a permissible therapeutic drug under the guidance of a physician or pharmacist, they are required to notify site management prior to commencement of duty.

Failure to comply with a request to supply a sample for drug and alcohol testing will be regarded as a non-negative test. Eastern Guruma expect all employees to accept their individual responsibility for their actions and that unsafe acts, conditions, and dangerous behaviour be reported in a manner that reflects genuine care and concern for fellow colleagues and co-workers.

Tania Stevens
Director