



## FITNESS FOR WORK POLICY

As a principal contractor in the construction industry, we recognise that it is our ultimate responsibility to ensure a worksite, which is safe for all workers, visitors and passers-by. Streetbuild is committed to providing an environment where the health and safety of employees, subcontractors, clients, consultants and the general public is paramount.

### 1. Fatigue Management

Fatigue Management is a concern of the Building Industry, and in particular those working night shifts. Fatigue affects a person's health, increases the chance of workplace injuries occurring, and reduces performance and productivity within the workplace.

The factors contributing to fatigue are:

- the mental and physical demands of work
- work scheduling and planning
- working time/shifts
- environmental conditions
- working away from home

The Symptoms of Fatigue can be recognised in an individual by an inability to:

- concentrate and avoid distraction
- make decisions
- control emotions
- appreciate complex situations
- recognise risks
- coordinate hand-eye movements, and
- communicate effectively

It is a policy of Streetbuild to ensure that:

- Unless under exceptional circumstances no worker completes a shift of more than 12 hours
- Unless under exceptional circumstances no worker shall work within 10 hours of finishing their previous shift
- All workers are encouraged to have sufficient rest periods throughout their shift

#### Working Away from Home

- When working away from home Streetbuild's direct representatives i.e. Employees, Supervisors & Labourers/Carpenters will be provided accommodation suitable to the required working hours
- When the period of time working away from home is over one week, where able, accommodation provided will be self-contained i.e. functional kitchen facilities.

## **2. Drugs & Alcohol**

Being under the influence of alcohol and other drugs becomes an occupational safety and health issue if a person's ability to exercise judgment, coordination, motor control, concentration and alertness is affected at the workplace, which can lead to an increased risk of injury or illness.

It should be recognised that an observed impairment may not be caused by alcohol and/or other drug use. Other impairment factors may include fatigue, medical conditions, chemicals, heat, noise and symptoms of work-related stress.

In particular Streetbuild will;

- Ensure the objectives of this policy are integrated into work practices
- Take effective action to prevent accidents, incidents or injuries, which could result from drug or alcohol misuse.
- Limit risks arising from drug or alcohol misuse by identifying, assessing and controlling these.

Responsibilities of Employees and Contractors including Contracted Supervisors & Labourers;

- No worker shall distribute, possess, consume or use alcohol or illegal drugs on or at any Streetbuild workplace.
- No worker shall report to work/site or be at work/site under the influence of alcohol or drugs that may or will affect their ability to work safely.
- If using medications responsibly, be aware of potential side effects and notify their supervisor of any potential unsafe side effects where applicable.
- No worker shall misuse prescription or non-prescription drugs while at work. If a worker is taking a prescription or non-prescription drug for which there is a potential unsafe side effect, he or she has an obligation to report it to the supervisor.

Should any of Streetbuild's representatives i.e. Site Supervisor, Project Manager etc. believe that a worker is unfit for work, he/she will request that the worker leaves the site immediately and will organise appropriate transport to the workers home. This may result in Streetbuild Management requesting that the worker not return to that particular site or any other Streetbuild site.

This policy applies to all persons working for, or on behalf of Streetbuild. It is the responsibility of the Streetbuild management team to provide resources and promote this policy to ensure its effective implementation.

Signed,



**Graeme Street**  
Managing Director