



**MCILWAIN
CIVIL**

Creating Community Assets

“FIT FOR WORK” POLICY



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The Directors and Management of McIlwain Civil Engineering Pty Ltd are committed to providing a safe and healthy workplace and encouraging health promotion within our workforce. We are dedicated to the implementation of a Fitness for Work Policy throughout the organisation and across all sites in which MCE personnel operate to ensure the health and wellbeing of our people and the safety of our sites.

As an organisation we intend to meet the following objectives;

- Increase the health and wellbeing of all staff through the implementation of health promotion programs, assistance with industry recognised ‘Quit’ programs and support of individual and collective fitness programs.
- The use of any prescribed drugs and/or alcohol will be managed in accordance with the applicable management procedure.
- Establish and clearly articulate a drug and alcohol testing regime to which all sites will be exposed with an ultimate goal of eliminating the risks associated with potentially impaired workers
- Implement and maintain smoking laws as introduced by the State and Federal Governments and ensure smoke free workplaces are provided by the Principal Contractor and/or McIlwain Civil Engineering.
- Support employees in a ‘Quit’ smoking program
- Educate employees in the effects of fatigue and promote the removal of fatigue as a serious contributing factor to workplace incidents.

Keith A McIlwain - General Manager