



Policy

Fitness for Work

The Sydney Harbour Federation Trust has a responsibility to all workers, contractors and volunteers to ensure they appropriately manage their own fitness for work including in relation to fatigue, drugs, alcohol and mental health while in the workplace.

Instances of fatigue, use of drugs (both legal and illegal) alcohol or mental illness are some of the work issues that can affect the safety performance of people in the work place. They can be a risk to themselves and others, can damage equipment and the environment. Instances of this nature will be managed by the Harbour Trust in a fair and constructive manner.

The Sydney Harbour Federation Trust is committed to supporting the mental health of its workers and provides a confidential Employee Assistance Program (EAP) for all workers and their immediate family members. This program includes counselling, coaching and support for all work, life, mental health or substance abuse issues.

A healthy lifestyle for workers and their families is supported and encouraged by the Sydney Harbour Federation Trust which promotes a clean and healthy environment as well as offering incentives for health and lifestyle changes.

Fatigue management is to be monitored in accordance with relevant codes of practice and risk assessed where required.

It is at the Sydney Harbour Federation Trust discretion to implement blanket, random or casual alcohol or drug testing should this be deemed necessary.

Mary Darwell
Chief Executive Officer
Date:

Joseph Carrozzi
Chairman of the Board
Date: