

FITNESS FOR WORK

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Wave International provides a work environment that aims to ensure the health, safety, wellbeing and productivity of all employees. The company acknowledges that fatigue, alcohol, illegal substances or prescribed medication may impair an individual's capacity to perform their job safely, efficiently and with respect for work colleagues, clients and customers.

All personnel employed in or contracted by the company must present themselves at the start of each shift in a state fit for work; not affected by fatigue, alcohol or drugs that may impair their functioning.

POLICY STATEMENT

- Ensure everyone understands the requirement to present to work in a condition where they are physically and mentally capable of performing their work safely.
- Utilise practices, including pre-employment medicals, that aim to ensure employees and contractors are fit, capable and able to carry out their assigned roles.
- Conduct testing for alcohol and drugs to assist in the implementation of these principles.
- Provide educational awareness for all employees outlining the effects of fatigue, alcohol and drug use in the workplace.
- Ensure Managers and Supervisors promote and encourage behaviours that recognise and minimise fatigue in the workplace.
- Promote the Employee Assistance Program (EAP) to assist employees in addressing work-related or personal issues that may directly affect their fitness for work.
- Provide assistance through preventative, educational and rehabilitative measures to overcome health challenges that could impair an individual's ability to maintain a status of fit for work.



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