

Fitness for Work Policy

***Innovative Energy Solutions (IES) is committed to providing a safe place of work.
Fitness for Work is about individuals being safe for work.***

The management of Fitness for Work is considered a shared responsibility between IES and its Personnel. IES requires individual Personnel at work, to be in a physical, mental, and emotional state, that enables them to perform their assigned duties effectively, in a manner that does not increase the risk to themselves and others.

It is the responsibility of individual Personnel to manage personal factors which may impact on their ability to perform work, and to remain unimpaired so that they can work to the full extent of their capability.

The Management Team at IES shall:

- Educate its Personnel about the impacts of fatigue and stress.
- Increase awareness about Fitness for Work and drug & alcohol consumption.
- Provide appropriate fatigue management training.
- Provide mental health and wellbeing training and support.
- Develop and implement agreed working rosters that ensure adequate opportunity for restorative sleep and optimum work-life capacity is achieved.
- Ensure that if a person's capacity to work safely is reduced by fatigue they can notify their Supervisor without fear of adverse repercussions.

This Policy applies to all individuals on IES work sites and covers a range of issues that may impact on fitness for work including fatigue, stress, mental health and wellbeing, medical issues and drugs and alcohol.



Dave Alexander
Managing Director

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