

Fit for Work Policy



Our Commitment

Torrens Connect is committed to maintaining working environments where employees, third parties and members of the public are safe. Consequently, our underlying belief is that all harm is preventable, and our objective is to provide safe and healthy working environments for the prevention of incidents caused by fatigue, alcohol, or drugs. Our objective, when combined with our commitment, provides the framework by which we measure our success and compliance, regularly monitor, and report on our performance.

Our Approach

Our framework and approach to the management of employee fitness for work revolves around:

- Maintaining efficient and effective workplace processes to ensure staff are fit to carry out all tasks in a safe manner.
- Establishing fit for work programs that support safe business operations and contribute positively to the health and safety of our workforce.
- Providing information and awareness materials to employees on the risks associated with fatigue, drugs and alcohol, the established control and compliance measures used to mitigate these risks.
- Ensuring the confidentiality of information associated with our health and fitness for work programs, including information associated with drug and alcohol testing, health assessments, counselling, treatment, or rehabilitation.
- Implementation of a drug and alcohol testing regime that includes blanket, random, post-incident, and testing on reasonable grounds.
- Employees deemed to be unfit for duties will be managed in a fair and constructive manner, inclusive of appeals and/or grievance processes associated with the application of our Fit for Work Policy and programs.
- Requiring employees to declare issues of fatigue, drug and/or alcohol use prior to the commencement of work – including the use of non-prescribed medication or other substances that have the potential to affect the performance of their duties.
- Ensuring all Rail Safety Workers have completed the relevant health assessment and are cleared to perform rail safety work by an authorised health professional.

Continuous Improvement

Our continuous improvement processes revolve around ongoing compliance with our statutory obligations, 3rd Party Certification to ISO:45001 Occupational Health and Safety Management Systems requirements, and the processes necessary to ensure healthy and safe operations consistent with the Plan, Do, Check, Act improvement model.

Managerial Accountability

Our Senior Leadership Team is accountable for meeting all requirements set out within this Policy and the Integrated Management System.

Digitally Signed By:

General Manager - Sarah Kelley at:02/11/2022 09:07[Signature Time GM]

General Manager
Torrens Connect