



intelligent emergency medical
support & critical care

Fitness for Work Policy Statement

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Intelligent Emergency Medical Support and Critical Care (iEMS) is committed to the protection of our employees and clients from the risks associated with fitness for work breaches.

'Fitness for Work' means an individual's (physical, mental and emotional) state which enables that person to perform assigned tasks competently or in a manner that does not compromise the health and safety of themselves or others.

A person's fitness for work may be affected by many factors, including but not limited to:

- The use and/or misuse of alcohol or drugs
- Fatigue
- A medical condition or injury
- Their nutrition and/or lifestyle
- Stress (both work related and personal)

It is unacceptable for any iEMS employee or subcontractor to present themselves for work, both at iEMS and client premises, in an unfit condition and not being able to fully carry-out their duties in a safe manner and with due regard for others in the workplace.

Each individual is responsible for ensuring that they are fit for work every time they report for duty. That means being: rested, medically fit and not under the influence of medicines, alcohol or drugs.

iEMS have introduced several strategies to assist employees in relation to their Fitness for Work responsibilities. These include:

- Random testing for drugs and alcohol in accordance with AS4308:2008
- Medical examinations as require, including referral to rehabilitation where the need is identified
- Compliance with the requirements of client fitness for work polices and testing regimens

PARTNER RESPONSIBILITIES

iEMS Partners are responsible for ensuring compliance to this Policy and adherence to applicable State and Federal legislation that relates to fitness for work

COMMITMENT

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