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FITNESS FOR WORK POLICY

Forrest Logistics is committed to providing a work environment that ensures the health and safety of every person involved with the company’s operations. This policy acknowledges that individuals impaired by the effects of drugs or alcohol may present a risk to the health and safety of their workmates, themselves, and others affected by the company’s operations. The purpose of this policy is to ensure a work environment that is free from such risks.

The consumption of drugs or alcoholic beverages in the workplace by any employee is prohibited. No employee is to commence work, remain at work, or return to work while under the influence of drugs or alcohol. Forrest Logistics blood alcohol content (BAC) policy is 0.05%, except in cases where it is required under relevant legislation (such as road transport laws) to be 0.00%.

Persons taking medications (both prescribed or over-the counter types) are required to consult with their medical practitioner to establish whether such medications have the potential to affect their ability to work safely. It is the obligation of persons to declare these medications to Forrest Logistics management.

The possession, storage, consumption, sale or distribution of drugs or alcohol in Forrest Logistics workplaces (on or off-site) is prohibited. The responsible service of alcohol may only be provided at company functions held outside of working hours, when approved by the Director.

Where an employee or contractor is engaged to perform work for Forrest Logistics at a customer’s site, all policies of that customer will apply. Where there is a discrepancy between the policy of the customer and Forrest Logistics the higher-order policy will apply.

Testing for drug and alcohol consumption of employees and contractors may be conducted as part of the pre-employment medical process, at random intervals, post-incident and/or for-cause to establish fitness for work, where it is reasonably suspected a person may be impaired by the effects of drugs or alcohol.

This policy applies to all persons employed by Forrest Logistics including contractors and their employees, and visitors. It applies to all company business, conducted either on or off-site. The consequences of breaching this policy may include disciplinary action and termination of employment or contract.

Authorised by:

Jason Clift – Director	Date

Employee / Contractor Endorsement:

I have read and understood the Forrest Logistics Fitness for Work Policy , and commit to fulfilling all requirements applicable to me as a condition of my employment/contract.	
Employee Name:	
Contractor Company Name:	
Signature:	Date: