Fitness for Work Policy Statement

Revision Number	Prepared (P), Reviewed (R), Amended (A)	Authorised By	Approval Date	Effective Date	Review Date
1	TCG (P)	Stephen Smith	8 May 2018	8 May 2018	8 May 2020
2.0	Jotham Alex (R)	Steve Smith	6 August 2020	6 August 2020	6 August 2022
3.0	Kirk Moon	Steve Smith	5 August 2022	5 August 2022	5 August 2024
4.0	Kirk Moon	Steve Smith	9 April 2024	9 April 2024	9 April 2026
5.0	Paige McClean (R)	Steve Smith	01 April 2026	01 April 2026	01 April 2028
This is issued as a **Controlled Document**. Holders are responsible for maintaining their copies are up to date. Uncontrolled when printed.					

1.0 Purpose

The purpose of this document is to provide for the biennial review of the company Fitness for Work Policy Statement that is included within the Titan Contracting Group Health, Safety and Environmental (HSE) Management Plan.

2.0 Scope

This Fitness for Work Policy Statement applies to all workers associated with Titan Contracting Group.

3.0 Review Process

The current Company Fitness for Work Policy is shown on page 2.

This Policy will be reviewed every 2 years by the Titan Contracting Group Directors and approved, signed, and dated by both Co-Directors.

Once approved, this Policy will be communicated to all workers of Titan Contracting Group and inserted into the company HSE Plan.

Fitness for Work Policy Statement

Titan Contracting Group is committed to the well-being of its workers and takes into account fitness for work issues as they relate to all activities across the organisation.

The aim of this policy is to ensure a safe working environment by:

- Ensuring all workers (including contractors), whilst undertaking activities on behalf of Titan Contracting Group, are alert and fully fit to work.
- Providing assistance through a range of preventative, educational and rehabilitative measures that could impair a worker's ability to be fit for work.
- Making sure that all workers that are deemed unfit for work are dealt with in an effective and fair manner.
- Promoting a culture that encourages all workers to report any instances of workers turning up unfit for work duties.

It is the responsibility of workers (including contractors) to ensure they:

- Report fully fit for work duties.
- Notify their manager or supervisor of any factor that may impair their ability to perform their duties in a safe manner.
- Report any situation where they believe others may not be fit for work.
- Do not exceed fatigue management hours of work requirements.

It is the responsibility of managers and supervisors to take all reasonably practicable steps to ensure:

- All workers (including contractors) under their control are fully fit for work.
- All individuals are encouraged to raise issues that may impair their fitness for work duties (e.g. taking medications etc.).
- Rosters are organised to best manage the risk of fatigue.
- Fatigue and fitness for work is monitored for all workers under their control.

Stephen Smith

Co-Director – Titan Contracting Group Ltd
April 2026

.....

Effective Date: 01 April 2026

Michael Smith

Co-Director – Titan Contracting Group
April 2026

.....

Next Review Date: 01 April 2028