



CHAMBERS

S O U T H E R N L T D

Fit to Work Policy

Chambers Southern offer a variety of services from Installation of Lighting Equipment to cable fault location. Specialising in street lighting, we can also provide a complete range of electrical works including commercial and industrial installation, inspection and test facilities, maintenance of electrical plant. With NHSS scheme certification, Highway electrical works is an area of specialism.

We are committed to providing and maintaining a safe and healthy working environment in which our employees and contractors ("Our People") are not exposed to hazards arising from fatigue, stress or the use or abuse of alcohol or drugs.

When reporting for work, Our People must be fit for work, including being medically and mentally fit as well as properly rested, to ensure that they can perform their duties in a safe and efficient manner.

In line with our Drugs and Alcohol Policy our People are made aware of our zero-tolerance policy on the misuse of alcohol or drugs and know they are prohibited from working when under the influence of alcohol or drugs, including both illegal and legal drugs. This is based on the safety risks, particularly those associated with working on the highway and includes in common with industry best practice a reduced blood alcohol limit of 29mg per 100ml of blood.

Chambers Southern will proactively undertake activities to identify and appropriately deal with any of Our People who may be unfit for work. Our processes will be transparent, fair, sensitive and legally compliant.

We have implemented and will maintain a number of policies and procedures to effectively, fairly and constructively manage the identification and management of people who are unfit for work. For their own wellbeing and the wellbeing of those around them our People must abide by all of the requirements set out in these documents.

These documents address a number of fitness for work issues including:

- requiring Our People to undertake drug and alcohol screening as a condition of employment, including systematic and random testing;
- training and cautioning Our People at various stages of employment regarding the dangers of presenting to work in an unfit state, whether due to drug and alcohol abuse, fatigue or other causes; and
- taking reasonable steps to ensure that the hours of work, rosters and workplace conditions to which Our People are exposed do not create unacceptable risks from fatigue or stress.

Jason Chambers
Director

12th November 2019

This document should be read in conjunction with our Drugs & Alcohol Policy and Fatigue Management Policy

