

FITNESS TO WORK POLICY

Introduction

At L Lynch Plant Hire & (Haulage) Ltd, we recognise the importance of promoting the health and safety of our employees. A key aspect of this commitment is ensuring that our workforce is physically fit to carry out their duties. This Health and Safety Fitness to Work Policy has been established to outline our dedication to maintaining a safe and healthy working environment for all employees.

Statement of Intent

As a company, we are committed to providing a workplace that prioritises the health and safety of our employees. We understand that the physical well-being of our workforce is integral to the overall success of our organisation. Therefore, we aim to establish and maintain a system that assesses and ensures the fitness of employees for their specific job roles.

Policy Aims

This policy is designed to:

1. **Protect Employee Health:** We will assess the health and fitness of our employees to prevent workplace injuries and illnesses.
2. **Enhance Workplace Safety:** By ensuring employees are physically capable of performing their duties, we aim to reduce the risk of accidents and incidents within the workplace.
3. **Comply with Legal Requirements:** We are committed to complying with all relevant health and safety legislation and standards to provide a secure and healthy work environment.
4. **Promote Employee Well-being:** We acknowledge the importance of supporting the overall well-being of our workforce by promoting healthy lifestyles and activities.

Responsibilities.

1. Management:

The management team is responsible for:

Ensuring that this policy is effectively communicated to all employees.
Providing the necessary resources to implement fitness assessments and programs.
Leading by example and encouraging a culture of health and safety within the organisation.

2. Human Resources:

The Human Resources department is responsible for:

Coordinating and conducting fitness assessments as part of the hiring process.
Maintaining confidential health records of employees in compliance with data protection regulations.
Providing support

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and resources for employees to maintain their health and fitness.

3. Employees:

All employees are responsible for:

Participating in fitness assessments as required.

Informing their supervisor or HR department of any health issues that may affect their ability to perform their job safely.

Taking personal responsibility for maintaining their health and well-being.

4. Health and Safety Officer:

The HSQE & Management Team is responsible for:

Overseeing the implementation of fitness assessments and programs.

Conducting regular reviews of the Fitness to Work Policy to ensure its effectiveness and relevance.

Advising management on health and safety matters.

By adhering to this Health and Safety Fitness to Work Policy, we aim to create a workplace where employees can thrive, free from unnecessary health and safety risks.

This policy will be communicated to all employees and organisations working on our behalf and displayed at our offices and on our intranet and is available to defined interested parties.

This policy will be reviewed annually or sooner by senior management to ensure its suitability. Where necessary it will be amended, reissued, and communicated to all employees and people working on its behalf.



Rob Lynch
Joint Managing Director

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