



Standard HS14

Health and Wellbeing

December 2018

Health and Safety

Intent

DNZ wants its people to live healthy lives and will promote and encourage their wellbeing through a range of initiatives.

Health monitoring for safety critical roles will occur commensurate to the risk exposure associated with those roles.

While all attempts are made to prevent injury or harm, should it occur, DNZ will ensure appropriate medical treatment is provided and assistance to enable recovery and return to productive work.

Performance Requirements

- 1.1 First aid facilities, along with access to adequate medical services, employee assistance programmes and relevant health monitoring programmes is available to all workers.
- 1.2 DNZ will actively promote wellbeing programmes. These will be in place, appropriately resourced, and covered in the annual H&S plan.
- 1.3 Safety critical roles will have regular assessment for ensuring the health and fitness of the people in those roles.
- 1.4 Fitness for work is managed through preventative and corrective systems that include risks associated with drugs and alcohol, fatigue, and medical conditions.
- 1.5 All employees will be supported through rehabilitation and systems are in place for this support following all work-related injuries or illnesses. Employees suffering non-work-related injuries or illness are assisted in their return to work, as appropriate.
- 1.6 After an injury or illness, DNZ encourages a return to normal duties as soon as it is medically possible and suitable alternative duties will be offered to employees wherever practicable and available.