**EMPLOYEE IS OBSERVED OR REPORTED AS UNFIT FOR WORK**

**DISCUSS OUTCOMES WITH EMPLOYEE AND AGREE TO ACTIONS**

**ARRANGE FOR WORKER TO ATTEND MEDICAL APPOINTMENT/D&A SCREEN/ GO HOME IF SEVERELY FATIGUED**

**WORKER REFUSES TRANSPORT**

**ARRANGE SUITABLE TRANSPORT HOME AND FOLLOW NORMAL DISCIPLINARY PROCEDURES**

**SPEAK TO EMPLOYEE AND ASCERTAIN IF ANY REASON FOR BEING UNFIT**

**RETURN TO WORK**

**NO FURTHER ACTION**

**EMPLOYEE TO PROVIDE MEDICAL CLEARANCE CERTIFICATE PRIOR TO RETURN TO WORK**

**NOTIFY SUPERVISOR/MANAGER TO MONITOR EMPLOYEE**

**WORKER REFUSES TO ATTEND MEDICAL APPOINTMENT**

**CONTACT POLICE**

**APPEARS FIT FOR WORK**

**APPEARS UNFIT FOR WORK**

**OBSERVE EMPLOYEES’ BEHAVIOUR AND RECORD OBSERVATIONS**