



AP WEBB PLANT HIRE LTD MISSION IS TO ENSURE THAT DRIVER FITNESS AND HEALTH IS CORRECTLY MANAGED.

The Driver & Vehicle Licensing Agency (DVLA) sets minimum medical standards and rules for drivers, including conditions that must be reported to the DVLA. It is a criminal offence not to report to the DVLA any condition that affects your ability to drive safely.

If you are involved in an accident and it is found that your health condition was a contributing factor, you may be prosecuted, and our insurance may not be valid.

Your fitness to drive can be affected by several things. We believe that by having regular medical check-ups and licence reviews it ensures the safety of both employees and the public from occupational and lifestyle-related health issues.

We need to know that our employees:

- Can meet driver licence / medical requirements
- Do not drive when affected by alcohol, drugs or medicines
- Do not drive when you are too tired to do so safely
- Do not drive when affected by an illness
- Will notify your supervisor immediately of any current or future fitness issues that may affect your entitlement and ability to drive

Our company mission is to make sure our drivers understand the driver licence/medical requirements that may affect your fitness to drive and highlight the correct procedure you should follow for notifying us of any issues.

Not informing us of any fitness and health issues that may affect your entitlement and ability to drive could have a major impact on our business in terms of cost, reputation, quality of service and time.

We do not authorise any of our employees to drive on company business if any of the following circumstances apply:

- They are banned from driving
- They do not hold a current valid driving licence permitting legal driving in the UK
- They have not completed the risk assessment process
- They have a medical condition that prevents them from driving
- They are on medication that will affect their driving capabilities
- They hold a provisional driving licence
- They have not read our driver fitness and health policy, handbook and associated documents
- They are unfit through drink or drugs or their blood: alcohol level exceeds the legal limit

If we can ensure that driver fitness and health is correctly managed it will help to:

- Improve our safety record
- Reduce the opportunity for unintentional breaches of company policy and the associated disciplinary implications
- Make sure you meet driver licence/medical requirements and are not impaired through drink, drugs or fatigue whilst at work
- Reduce the likelihood of accidents and their associated cost, time and reputation loss
- Lower fines and penalty points or even being banned from driving

Signed:

Mr. Malcolm Bennett
Head of Transport Department

Date: February 2020

Employee Acknowledgment –

I confirm that I have read and understood the above Policy in regards to – **Driver Fitness & Health**

Employee Name

Employee Sign

Date