

Workplace Safety and Wellbeing Management System

Health, Wellbeing and Fitness at Work

Standard 18

Our Values:



Collaboration



Communication



Integrity



Efficiency



Leadership

TOGETHER WE PROUDLY ENHANCE THE QUALITY OF LIFE FOR OUR COMMUNITY

Intent

Council provides workplace facilities which are fit for purpose and offer adequate occupational hygiene and security. Council encourages a healthy lifestyle for its workers, and provides appropriate medical treatment, and assistance for return to work in the event of workers sustaining work related injuries.

Performance Requirements

- First aid facilities, ready access to adequate medical services and relevant health monitoring programmes shall be provided to workers at work locations that present health hazards.
- A risk based approach is taken to assessing workers' fitness for work. Where required, workers are assessed for their fitness for work. This includes undergoing medical assessment to establish fitness to carry out their work tasks either as pre-employment or pre-transfer medical assessments for safety critical positions. Confidentiality of medical records is maintained in all cases. Contractors assess the fitness for work of their workers and provide appropriate records as required.
- Formal programs to promote health, wellbeing and fitness for work are in place and appropriately evaluated.
- Preventative and corrective measures are taken to manage risks associated with fitness for work including alcohol and drugs, fatigue management and medical conditions. Measures include Drug and Alcohol Testing, Fatigue Management Training, and Employee Assistance Program report.
- Systems are in place for the rehabilitation of Workers following work-related injury or illness or other adverse health effects.
- Where appropriate and available, alternative duties are offered to workers who are unfit for their normal duties. Workers who are unfit for any duties are assessed at regular intervals to determine their continued unsuitability. Alternative duties or return to normal duties are encouraged as soon as it is medically possible.
- Timely medical services are made available to all workers who have sustained a work-related injury, illness or other adverse health effects; and arrangements are established and maintained for the injury management and rehabilitation of workers following a work-related injury, illness or other adverse health effects.
- Worker with non-work related injury may be offered assistance to rehabilitate in the workplace on a suitable duties plan subject to a risk assessment and medical advice. This assistance is intended to be a temporary short term arrangement and will not extend beyond a minimum timeframe of six(6) weeks. The risk assessment will consider:
 - the ability of the work unit to manage the workers restrictions and SDP;
 - the risk of non-work related injury or illness aggravation due to the nature of work being conducted;
 - the nature and extent of the non-work related injury or illness.