

	CENTRAL HIGHLANDS REGIONAL COUNCIL POLICY	
	Fitness for Work	POLICY REF NO CHRCP: 0026

1.0 Policy Purpose

- 1.1 The purpose of the Fitness for Work Policy is to ensure that the health and safety of all persons is not at risk or adversely affected by any worker attending the workplace whilst not fit for work.

2.0 Policy Statement

- 2.1 Central Highlands Regional Council aims to ensure that fitness for work is integrated into all our management systems and core operations so that prevention of occupational injury and illness becomes an integral part of our organisational culture.

3.0 Commitment

- 3.1 Central Highlands Regional Council is committed to providing a safe working environment. Accordingly, Council shall provide a fitness for work program to ensure that appropriate fitness for work and workplace safety standards are implemented and maintained.
- 3.2 In order to fulfil this commitment, council shall:
- 3.2.1 Provide education and awareness on fitness for work responsibilities to all workers;
 - 3.2.2 Provide effective, fair and constructive policy and procedures for addressing concerns where workers are deemed unfit for work; and
 - 3.2.3 Provide appropriate assistance through a full range of educational and rehabilitative measures to support employees including the promotion and use of council's Employee Assistance Program for any fit for work related matters.

4.0 Definitions

To assist in interpretation, the following definitions apply:

Fit for Work	means that an individual worker is in a state, (physically, mentally and emotionally) which enables the employee to perform assigned tasks competently and in a manner which does not compromise or threaten the safety or health of themselves or others.
Not fit for work	means a person that has an impaired ability to safely perform the inherent duties required of their role in the workplace. This may be due to the impact of factors such as adverse effects of medical conditions or injuries sustained (work related or not), adverse effects of prescribed or non-prescribed medications, being unable to meet physical fitness requirements of the role, fatigue, stress or the effects of alcohol or illicit drug use.
Worker	means a worker as defined in accordance with section 7 of the <i>Work Health and Safety Act 2011</i> (Qld) who is directly or indirectly engaged by Central Highlands Regional Council.

Electronic version current – uncontrolled copy valid only at time of printing		
Adoption Date: 15 June 2022	Amended Date:	Document Name:
Revokes:	Review Date:	Page 1 of 2
Version: 3		

Strategic Link	<i>Work Health and Safety Act 2011 (Qld)</i> <i>Work Health and Safety Regulation 2011 (Qld)</i> <i>Transport Operations (Road Use Management) Act 1995 (Qld)</i> <i>Drugs Misuse Act 1986 (Qld)</i> <i>Heavy Vehicle National Law Act 2012</i>
Category	Safety and Wellness
Lead Business Unit	Safety and Wellness
Public Consultation	No
Adoption Date	15 June 2022
Next Review Due	
Document Number	1074843
Record Keeping	ECM, Vine and Council Website
Related Documents	Workplace Health and Safety Policy Medical Assessments Procedure Drug and Alcohol Procedure Fatigue Management Procedure Injury Management Procedure

Electronic version current – uncontrolled copy valid only at time of printing		
Adoption Date: 15 June 2022	Amended Date:	Document Name:
Revokes:	Review Date:	Page 2 of 2
Version: 3		