

POS	NON-WORK RELATED ILLNESS AND ACCIDENT	PSFCS9
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POSITION STATEMENT CODE:	PSFCS9
DIRECTORATE:	Finance and Corporate Services
BUSINESS UNIT:	Human Resources
SERVICE UNIT:	Human Resources
RESPONSIBLE OFFICER:	Manager, Human Resources
FILE NO.:	182/002
DATE FIRST ADOPTED:	1997
DATE LAST REVIEWED:	8 December 2016
ATTACHMENTS:	N/A
VERSION NO.	2

Dates of Amendments / Reviews:	
DAPPS Meeting:	24 May 2012 24 November 2016
OCM:	14 June 2012

BACKGROUND:

The City of Cockburn recognises that there may be times when an employee of the Council, as a result of an illness or accident arising outside of their employment with the Council, may have difficulty in returning to their normal position with Council or fulfilling all the duties of their position.

PURPOSE:

The City of Cockburn will provide all reasonable time and if required, appropriately sponsored rehabilitation and retraining opportunities to that employee so as to allow them to return to their normal employment with Council.

POSITION:

Where an employee's health has suffered to the extent that they cannot fulfil the duties of their pre-illness position, but where they may be able to perform alternative duties to the one for which they were originally employed, the Council will consider transferring the employee to that position so long as there is a permanent position available as well as the person having both the physical and intellectual capacity to undertake the duties of that position.

When an employee may have difficulty in returning to their position full time, the Chief Executive Officer may allow for a job sharing arrangement to be made in respect to that position upon being satisfied that the Council will not be adversely affected by such an arrangement.

Where such changes are made the employee will be paid at that rate applicable to their new position.

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The above notwithstanding, should it be that after a reasonable period of time it seems that on the basis of contemporary health opinion, including any opinions sought by Council, that the employee will never be fit to resume in any employment with the Council, then the Chief Executive Officer with due regard to the industrial instruments that apply to that employee has the authority of Council to proceed to retire the employee on the grounds of ill health.

Inherent in this position is the expectation that Council's Human Resources practitioners or workplace supervisors will keep in regular contact with any employee who may suffer through such circumstances and no decision should be made in respect to that employee's employment without adequate discussion with the employee.