











- a) The Fitness for Work Procedure provides for appropriately managing fitness for work.
- b) Council may implement the Fitness for Work Procedure in a manner that a Manager considers reasonable in the circumstances to ensure compliance with this Policy.
- c) Fitness for work is managed by an Worker's immediate Manager.
- d) Despite this, Council may decide, taking into consideration the relevant circumstances, to utilise instead or in addition to the Employee's immediate Manager:
  - i. a more senior Manager; or
  - ii. an external person.

## 5 Legislation and Related Documents

- *Age Discrimination Act 2004* (Cth)
- *Anti-Discrimination Act 1998* (TAS)
- *Australian Human Rights Commission Act 1986* (Cth)
- *Disability Discrimination Act 1992* (Cth)
- *Fair Work Act 2009* (Cth)
- *Local Government Act 1993* (TAS)
- *Privacy Act (1988)* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- *Work Health & Safety Act 2012* (TAS)
- *Workers Rehabilitation & Compensation Act 1988* (TAS)
- Code of Conduct Policy
- Communications Policy
- Disciplinary Policy
- Issue Resolution Policy
- Performance Management Policy
- Workplace Behaviour Policy

## 6 Responsibility

The responsibility for this policy rests with the General Manager.