



# GREENING OF RIDDELL

Work health and safety guidance note:

## PRE-EXISTING INJURIES OR MEDICAL CONDITIONS

### ***PRE-EXISTING INJURIES OR MEDICAL CONDITIONS***

Once the Group accepts a volunteer or employee WHS legislation and common law requires that GoR provides them with a 'safe place of work' and 'safe systems of work'.

The Group must therefore take into account any pre-existing injuries or medical condition that have been declared to the Group when assigning tasks and deciding on appropriate work practice.

The safety of a work site or work practice cannot be assessed without consideration of the capacity of the persons involved.

An activity that is safe for one person may be unsafe, even dangerous, for another person who has a pre-existing injury or medical condition.

Consequently, new volunteers must have their foreseeable tasks and work sites clearly explained to them so they are able to make a properly informed and considered decision about the disclosure of pre-existing conditions.

Any personal information disclosed to the Group, must be treated in strict confidence and used only for the purpose of safely and discreetly managing the condition disclosed.

Volunteers must complete a Volunteer Registration Form.

If any condition is disclosed, an appropriate management plan must be developed and agreed as practicable by the volunteer.

Approved by :

Date:

Version: Draft

Regular volunteers should be asked to renew their registration every twelve months, or sooner if their health or fitness status changes.