



EMPLOYEE HEALTH DECLARATION

Name:	
Address:	
Role:	

Northside Community Service (Northside) takes workplace health and safety very seriously. In line with our duty of care, we need to ensure that your health is not adversely affected by your work duties.

Declaration:

I confirm that I am not aware of any medical or health conditions that would prevent me from performing the inherent requirements of my role.

I have a medical or health condition that I wish to disclose to Northside.

If you selected the second option, please provide the following details (if applicable):

Impact on Work:

My condition does not require any adjustments to my workplace.

My condition requires adjustments to my workplace.

If you require workplace adjustments, please provide details:

Consent and Understanding:

I understand that Northside will consider and implement all requested workplace adjustments where practicable and reasonable. I acknowledge that Northside may request further medical information to assess these adjustments.

I am aware that providing misleading information breaches the Northside Code of Conduct and may lead to disciplinary action. I will notify the Northside Human Resources team in writing for any health status changes.

Signature:

Date:

Health Declaration FAQs

1. Legal Protections for Employees with Disabilities, Illness, or Injury:

Section 351 of the Fair Work Act and the Disability Discrimination Act 1992 prevent employers from discriminating against employees or job applicants due to disability, unless the employee cannot perform the essential job requirements.

2. Inherent Requirements of a Position:

These are essential tasks or skills necessary for a job, which cannot be reassigned or performed differently.

3. Non-Disclosure of Medical Information:

While you may choose not to disclose your health status, failure to do so or providing false information may disqualify you from compensation under Workers Compensation Legislation for any employment-related health issues.

4. Request for Health-Related Information

Northside may request disclosure of any pre-existing or existing health conditions that could be impacted by your job, as required by Workers Compensation Legislation.

5. Storage and Use of Declaration Information:

Northside treats your health declaration confidentially. It will be securely stored in your personnel file and may be used to assess your job suitability. This information might also be shared with Northside's Work Cover insurer if you file a compensation claim.