

Introduction

Gran's Van is committed to providing a safe and healthy working environment for our staff and achieve this through ensuring compliance with relevant legislation. The organisation is committed to ensuring clients and staff are not exposed to infections, diseases, or unacceptable risk of harm due to health-related issues of staff.

The ethos of this policy is to provide opportunities for as many people to volunteer as possible without creating undue risk. It is not intended to restrict people from volunteering unnecessarily because of health concerns.

Definitions

Staff	refers to employees and volunteers of the organisation.
Volunteer Manager	the manager assigned by the organisation to manage volunteers.

Policy

Staff with serious or chronic health conditions or who are taking medication that may impact their ability to perform their duties, must inform the organisation by notifying the volunteer manager as soon as possible.

Any staff member who is unwell, even with a cold or mild flu-like symptoms, must inform the volunteer manager that they are unable to serve until the symptoms have cleared or relevant tests (eg Covid-19 RAT test) have confirmed that the staff member is fit to volunteer.

If requested to do so by the organisation, staff will provide a medical certificate, stating they are fit to recommence their duties. The organisation retains the right to suspend staff members if there is reasonable evidence to suggest they may pose a risk to themselves or others.

In order that the organisation can positively support you in volunteering with us, chronic health issues such as, epilepsy, Parkinson's disease, heart conditions, chronic back pain, vision impairment, physical disability, severe allergies, or any health condition requiring ongoing treatment (eg insulin dependent diabetes), should be disclosed to the volunteer manager.

Related Policy Documents

Volunteer Recruitment and Induction Policy

Epidemics, Pandemics, and Infectious Diseases Policy

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