



Termination on Medical Grounds

Understanding your rights and responsibilities
when health affects employment.



When Medical Assessment Required

Extended Absence

Employee absent for specified period due to sickness or incapacity.

Medical Examination

Employer may require assessment by registered practitioner at employer's expense.

Return to Work

Assessment evaluates health status and potential for resuming duties.



Key Considerations

Nature of Medical Issue

Extent and severity of health condition affecting work capacity.

Job Performance Ability

Likelihood employee can perform responsibilities normally and satisfactorily.

Return Timeline

Expected timeframe for return, considering duration already absent.

Organisational Impact

Effect of absence on operations and team functioning.



Alternative Options

Flexible Arrangements

- Reduced working hours
- Modified duties
- Gradual return programme

Redeployment

- Alternative roles available
- Adjusted responsibilities
- Different position within organisation



HR Involvement Essential

01

Medical Examination Decision

HR must be involved before requiring employee assessment.

02

Report Consideration

HR reviews medical reports with privacy and confidentiality.

03

Benefits Review

Check retirement and entitlements before discussing with employee.

04

Final Decision Meeting

Employee invited to provide feedback before termination confirmed.



Employee Rights Protected



Agree to Practitioner

Employee should agree to nominated medical practitioner before examination.



Support Person

Bring support person or union member to all meetings.



Provide Feedback

Opportunity to discuss proposed decision before finalisation.



Need Expert Guidance?

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