**W****ork Capabilities Checklist:**

Work Capabilities Checklist: Principal or Deputy Principal (Special Ed.)

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**Principal or Deputy Principal (Special Education)**

**PRIVACY NOTICE:** The Department of Education (the department) is collecting personal information on the below employee’s health and its impact on work in accordance with the *Information Privacy Act Qld (2009)*, *Work Health and Safety Act 2011* and *Workers’ Compensation and Rehabilitation Act 2003*, and the department’s ‘Workplace rehabilitation’ or ‘Reasonable Adjustment’ procedure, to support and facilitate the provision of a workplace rehabilitation program or reasonable adjustments in the workplace.

The information will be accessed by a Rehabilitation and Return to Work Coordinator. Some of this information may be given to WorkCover Qld, QSuper or other insurer, a treating doctor or allied health professional or a doctor appointed by the department; information relevant to the impact of an injury/illness upon an employee’s work may also be discussed with a supervisor; for the purpose of identifying and considering rehabilitation options or reasonable adjustments in the workplace.

Information may also be discussed with Regional or Central Office Organisational Health and People Branch employees. Some of this information may be shared within the department for reporting purposes and with external agencies, where authorised under a law or to comply with regulatory agency requirements.

**Action Required**:

To be completed by treating medical practitioner or allied health professional and returned to the Rehabilitation and Return to Work Coordinator, to aid the development of a rehabilitation and return to work program or consideration of workplace reasonable adjustments.

I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_have examined \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In relation to (nature of condition/s) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

They will be capable of performing the following duties from: \_\_\_\_ / \_\_\_\_ / \_\_\_\_ to \_\_\_\_ / \_\_\_\_ / \_\_\_\_\_

□ Full time **OR** □ Part time\_\_\_\_\_\_\_\_\_\_\_\_\_ hours per day\_\_\_\_\_\_\_\_\_\_\_\_\_\_ days/week

Recommendations if gradual increase in hours (e.g. Week 1: 2 days/week; Week 2: 3 days/week) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Timeframe for return to independent full hours and duties\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Principals/Deputy Principals are responsible for:**

* Leading the school community to develop, articulate and commit to a shared educational vision focussed on providing quality learning outcomes for all students through values-based, ethical, moral & socially just practices of a high standard
* Functioning in partnership with parents, other government agencies, community groups, industry and business, to manage resources and achieve goals within the applicable legislative and policy frameworks

**Psychosocial Requirements**

* Abide by the Code of Conduct for the Qld Public Sector and the Department's Standard of Practice (includes obligation on all department employees to take responsibility for their own conduct and decisions, and to work collaboratively with colleagues to establish cooperative workplaces)
* Operate within a performance framework (Includes reviews and giving and receiving feedback)
* Participation in practices around workplace operational responsibilities and obligations
* Time pressure / high workload (unplanned interruptions, weather events, impromptu meetings and emerging issues)
* Variable work breaks (including unscheduled changes to work conditions such as working through meal breaks or additional extra-curricular activities)
* Working in groups or unsupervised

**Social / Interpersonal Requirements**

* Conflict resolution and negotiation (E.g. interactions between colleagues, supervisors, executive leadership, students, parents and supervisors)
* Duty of Care responsibilities (Includes student safety and other health and safety risks including complying with departmental policies and procedures)
* Interactions with public
* Work collaboratively with colleagues to establish cooperative workplaces (Includes the ability to operate within a team environment, appropriate reporting structures, and a performance framework)

***\*Potential exposure to physical or verbal aggression or unpredictable behaviour***

| **Tasks** | **Yes** worker is fully cleared to perform these duties | **No** they cannot perform these duties | Restricted or limitedwith the limitations/ restrictions as noted | **Duration (in minutes)** | **Please provide details of**  **limitations/ restrictions** |
| --- | --- | --- | --- | --- | --- |
| **Work within the psychosocial /interpersonal demands of the role, including ethical professional and personal behaviours and sustaining productive relationships within and beyond the school community; providing leadership to a curriculum, teaching and learning environment** | □ | □ | □ |  |  |
| **Teaching – classroom based** |  |  |  |  |  |
| * Various postures (sit/stand/walk) | □ | □ | □ | □<5□<10□<15□<20 |  |
| Frequent talking and arm gestures | □ | □ | □ | □<5□<10□<15□<20 |  |
| * Occasional bending forward, squatting to view student work | □ | □ | □ | □<5□<10□<15□<20 |  |
| * Frequent reaching at shoulder to head height and to side with wrist extended to write on board, occasional reaching overhead to pull board down or push board up | □ | □ | □ | □<5□<10□<15□<20 |  |
| * Secure displays (eg walls, windows), use of step ladder | □ | □ | □ | □<5□<10□<15□<20 |  |
| * Clean whiteboard and surfaces | □ | □ | □ | □<5□<10□<15□<20 |  |
| **Supervise students outside of classroom**   * Bus, playground or library areas, observe and verbally direct students, de-escalate any aggressive or inappropriate behaviours | □ | □ | □ | □<5□<10□<15□<20 |  |
| **Perform administrative tasks, including lesson and teaching resource preparation eg:**   * Produce written documentation, computer keyboard data entry and mouse operation, photocopy, laminate, guillotine, prepare art materials * Management of human, financial and physical resources to achieve organisational outcomes | □ | □ | □ | □<5□<10□<15□<20 |  |
| **Self-mobilising around school**   * Walk on variable surfaces including flat/ sloped/ uneven ground, climb stairs, open/close gates and doors, may be required to carry items/equipment or push trolley | □ | □ | □ |  |  |
| **Attend meetings**   * E.g. with parents, staff, or management (may address performance/conduct if relevant); other government agencies, community groups, industry and business | □ | □ | □ |  |  |
| **Extra-curricular activities same day or overnight**   * Various terrains * E.g.: sporting carnivals/concerts/ performances/movies/ professional development/ excursions/swimming/camps * Supervise and verbally instruct students * Travel in vehicle for extended periods * Assist with luggage up to ~25kg | □ | □ | □ |  |  |

**Additional comments/ recommendations / reasonable adjustment considerations:**

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**SIGNATURES**

|  |  |  |  |
| --- | --- | --- | --- |
| **Position** | **Print name** | **Signature** | **Date** |
| #\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Position title: e.g. Treating General Practitioner/ Psychologist / Physiotherapist |  |  |  |
| Employee |  |  |  |
| Rehab & return to work coordinator |  |  |  |

*# position title must be completed*