

FIT AND PROPER TO STUDY & WORK IN THE SECTOR POLICY

GTPS would like to ensure that all the students who enrol for any course are able to undertake the course without interruption and receive the support they are entitled to. In this regard GTPS has put in place a policy to ensure that GTPS is well informed of a student's capacity and ability to cope with the requirements of the course.

Each course has defined competency skills that are obtained through theory and practical work placements in the relevant industry. During theory and/or practical sessions, students get exposed to real life circumstances/scenarios.

Depending on one's health and past/current experiences or circumstances some students may find it hard to go through a course. For example, a student who may have lost a loved one while in palliative care may find sitting through theory or practical placement of the "...palliative approach" unit too confronting or unbearable. This may trigger past grief and pain thus affecting their emotional and mental wellbeing.

Against this background, GTPS encourages students to carefully answer the questions:

Do you consider yourself to have a disability, impairment or long term condition? And if YES, then please indicate the areas of disability, impairment of long term condition: truthfully and comprehensively.

When these questions are truthfully answered, GTPS is able to support the student by talking to them further and seeking necessary contacts (to be supplied by the student) for ongoing support e.g. treating psychologist, GP etc

GTPS may request for a letter from a GP or other professional contact who may advise whether they deem a particular student, known to them, as able to complete the qualification or otherwise. In some instances the professional may advise against a student completing a course or advise on a more suitable option. A professional may be aware of potential negative health triggers in a course unbeknown to a potential student.

Once a written advice is obtained from a professional that a student is fit to undertake a particular course, GTPS will go ahead and accept the student whereas the reverse will apply. Both GTPS and the student will keep in close consultation with the relevant professional for the duration of the course.

Besides being fit and proper to study for a qualifications, the community and health sector (where all GTPS courses fall under) also requires that an individual be fit and proper to work in this sector given that the sector cares for the most vulnerable in society such as children, the elderly and persons with a disability.

GTPS therefore encourages potential students to carefully consider among other things the following:

- (a) Have you ever been convicted of an offence against a law of the Commonwealth or of a State or Territory and if so, what was the seriousness of the offence;
- (b) Do you have a current police check – within one year for GTPS purposes?
- (c) Is your police record clean? Please note for the purposes of your placement, the placing organisations and/or facilities require a clean police record.

- (d) Are you physically fit? For example do you have a health condition that might not allow you to be on your feet for extended periods of time? Carers in this sector work on average 8 hours a day.
- (e) Do you have a back problem that might affect your manual handling capabilities? Though largely there is “no lifting policy” in most organisations/facilities, a carer may be required to do minimal bending, twists and squats while transferring clients or residents
- (f) Are you on medication that causes drowsiness, lethargic outcomes, body weakness, temper, extreme fatigue etc?
- (g) Any other relevant matter as can fit within this policy

According to GTPS pre-training review procedure, student may be asked for a doctor's certificate, a letter or a statement from the doctor stating that a potential student is physically and mentally fit to undertake a course and to work within the community service and health sector, a letter from any other relevant professional e.g. a counsellor stating that a potential student is physically and mentally fit to undertake a course and to work within the community service and health sector and or a written consent from the student for GTPS to keep in touch with the Doctor or Professional provided by the student for the duration of the course for the purposes of supporting the student throughout the course.

Please note a doctor's or professionals letter/statement does not preclude GTPS from undertaking disciplinary action against a student in the event the student endangers the health and safety of GTPS staff, other students or staff and clients of placement facilities.