



COUNCIL STAFF LOSS OF LICENCE POLICY

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Issue	Prepared/Revised By and Date	Action/Amendment Description	Approved By and Date
1	Kerry Jones	First Edition	Council 21.02.2023

BACKGROUND

The policy outlines the manner in which the loss of a worker's drivers licence affects the ability of that worker to perform his or her duties and outlines consequences.

OBJECTIVE

The objective of this policy is to set out what courses of action are available to Balranald Shire Council and the extent to which they shall be applied to all workers if they have their driver's licence suspended or cancelled.

SCOPE

This policy applies to all workers.

DEFINITION

Worker – in the context of this policy – has the same meaning as that in the Work Health and Safety Act 2011.

POLICY

Obligations under this Policy, all Balranald Shire Council workers are responsible for any civil or criminal penalty that may be imposed following the suspension, cancellation or restrictions placed upon the use of their driver's licence.

Management (including supervisors)

Management has the responsibility to:

- Ensure that each worker, who is required to have a licence, maintains a current driver licence.
- Take the appropriate course of action should a worker have their driver's licence suspended, cancelled or its use restricted.

Workers

Have the responsibility to:

- Ensure that they maintain a current and appropriate licence to perform the duties associated with their position.
- Advise their supervisor or the General Manager, of the actual or impending suspension, cancellation or imposition of restrictions on their driver's licence.

Annual Review

All workers must produce their driver's licence (and any other relevant work related 'ticket') as part of the annual staff appraisal process.

Procedure

Once made aware of a driving licence suspension or pending disqualification the General Manager or their delegate must consult with the worker and decide upon what course of action is to be undertaken following the change of status of the worker's driver's licence.

Actions

Following the notification and evaluation of a change of status of the worker's driving licence Balranald Shire Council shall take one or more of the following actions:

- Transfer the worker to other duties, if available (the level of remuneration shall be adjusted if the worker is required to perform duties associated with a lower paid position).
- Require the worker to take leave (annual leave, long service leave, leave without pay) for the defined period of licence suspension or cancellation.
- Suspend the workers employment for the defined period (with or without pay).
- Terminate the workers employment.
- Take no action.

If the period of suspension, cancellation or restrictive usage is in excess of six (6) months, Balranald Shire Council may terminate the worker's employment, or if the worker is a contractor undertaking work on behalf of Balranald Shire Council, the General Manager may cancel the contract.

If the worker is convicted of a driving offence, whilst disqualified during the six (6) months period, and the defined period is extended in excess of six (6) months, Balranald Shire Council may terminate the employment of the worker.