



Health Information / Medical Restrictions / Resource Management System Disclaimer

Purpose of Collection and Disclosure Limitations

Health information collected by the Victoria State Emergency Service (VICSES) ('we,' 'us,' or 'our') to register an individual as a VICSES Volunteer is collected solely for that purpose and will not be used for employment purposes if that individual subsequently becomes a VICSES employee (or vice versa).

In cases where members undergo a medical screening through our contracted medical provider, only the terms 'medical restrictions' or 'no medical restrictions' will be recorded in the Resource Management System (RMS). No specific medical information will be recorded in RMS, in alignment with our commitment to privacy and confidentiality.

Single and Separate Profiles

VICSES staff members who are also registered as VICSES Volunteers have chosen either to maintain separate profiles or a single profile within our systems:

1. **Separate Profiles:** Members who have chosen separate profiles and have had a medical screening by a VICSES-contracted medical provider, will have the result of either 'medical restrictions' or 'no medical restrictions' entered only in the RMS profile relevant to the context in which the medical assessment was requested (either staff or volunteer profile, but not both). Members have a duty of care to inform management of their other role of any medical restrictions that may apply.

Everyone is obliged to declare their medical conditions. *Non-disclosure or false or misleading information on my part may result in section 82(8) of the accident Compensation Act 1985 being applied. This may disentitle you or your dependants from receiving Worker's Compensation benefits relating to any recurrence, aggravation, acceleration, exacerbation or deterioration of any pre-existing injury or disease which you may have.*

2. **Single Profiles:** Members who have chosen a single profile for both roles acknowledge that the 'medical restrictions' or 'no medical restrictions' status will be visible in both staff and volunteer contexts within RMS.

Disclaimer and Limitation of Liability

The terms 'medical restrictions' or 'no medical restrictions' recorded in the RMS are intended solely for informational purposes related to training, requests for assistance, and deployments. While we strive to maintain accurate information, we make no warranties, expressed or implied, regarding the accuracy, adequacy, validity, reliability, or completeness of the information in RMS. Under no circumstances shall VICSES be liable for any loss or damage arising from the use of or reliance on the RMS or the information it contains. VICSES provides no medical information on RMS beyond the status of medical restrictions, which is recorded solely for operational purposes.

Victoria State Emergency Service

Victorian Head Office

168 Sturt Street, Southbank, Victoria 3006

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Indemnification Clause

The member (staff and volunteer) agrees to indemnify, defend, and hold harmless VICSES, its officers, agents, and employees, from and against any and all claims, demands, damages, liabilities, costs, and expenses (including reasonable attorneys' fees) arising from or related to any negligent act, error, or omission in the information provided on RMS, whether such claims are made by third parties or other entities. This indemnification obligation will survive the termination of this agreement.

Applicable Legislation

This notice, and the limitations of liability outlined herein are governed by the following legislation:

- Health Records Act 2001 (Victoria)
- Occupational Health and Safety Act 2004 (Victoria and Federal)
- Equal Opportunity Act 2010 (Victoria)

This notice has been designed to comply fully with applicable privacy, health records, and occupational health and safety legislation to ensure the responsible handling of personal health information within VICSES.

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