

Purpose/Background

Employees or prospective employees may be required to supply a certificate of good health signed by a medical physician as determined by the Associate Superintendent of Human Resources.

Procedures

1. Information collected for the purposes of employment shall be kept confidential.
2. Prospective Employees
 - 2.1 Certificates of good health are not to be requested as part of the application employment information;
 - 2.2 Request for certificates of good health may be made by the Associate Superintendent of Human Resources prior to a final contract offer; and
 - 2.3 In the event that the state of health of the prospective employee significantly affects their ability to do the job, the Associate Superintendent of Human Resources has the authority to withhold a contract of employment.
3. Existing Employees
 - 3.1 Existing employees, during the period of their employment, shall provide a certificate of good health signed by a medical physician licensed in Canada, if requested by the Associate Superintendent of Human Resources.
 - 3.2 When such a request is made, the Associate Superintendent of Human Resources shall designate the medical physician licensed in Canada and the Division shall pay the fee.
 - 3.3 When the medical certificate is required to qualify for sick leave benefits, the employee shall be responsible for medical fees.

Reference:

- RVS AF406-A Employee Fitness to Work
- Alberta Human Rights Act
- Child, Youth and Family Enhancement Act
- Employment Standards Code
- Freedom of Information and Protection of Privacy Act
- Personal Information Protection Act