
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 requested as part of the employment application;
 - 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 perform bona-fide requirements of 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 a request is made under 3.1, the Associate Superintendent of Human Resources shall designate the medical physician licensed in Canada and the Division shall pay the fee.
 - 3.3 When a request for sick leave benefits is made by the employee and a medical certificate is required to qualify for sick leave benefits, the employee shall be responsible for the fee unless otherwise indicated in the Collective Agreement or Terms and Conditions of Employment.

Reference:

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