

MEDICAL CERTIFICATES

Background

All employees must be medically fit to perform their assigned duties.

Procedures

1. An employee may at any time be required by the District to provide a medical certificate from a duly qualified medical practitioner stating the opinion that the employee is medically fit to perform the duties assigned.
2. Absence Due to Illness
 - 2.1. Employees may be required to provide an acceptable medical certificate in relation to any absence due to illness.
 - 2.2. An employee who has been absent because of illness for ten (10) consecutive work days or more is required to provide a doctor's note. For absences of twenty (20) consecutive days or more the employee will provide a medical certificate from a qualified medical practitioner prior to resuming assigned duties. The certificate must state the nature of the illness and offer the opinion that the employee is medically fit to return to assigned duties.
3. New Appointments
 - 3.1. All newly appointed employees, in a bonafide occupation, must submit a medical certificate from a qualified medical practitioner offering the opinion that the potential employee is medically fit to assume the assigned duties.
4. All costs incurred in meeting the requirements of sections 2 and 3 above are the responsibility of the employee, unless otherwise specified.

Reference: Sections 22, 65, 85, 92 School Act
Employment Standards Act
Freedom of Information and Protection of Privacy Act
Collective Agreements

Adopted: April 24, 2012
Revised: June 25, 2019, September 2022