

CERTIFICATE OF GOOD HEALTH

Background

Employees or prospective employees may be required to supply a certificate of good health signed by a qualified medical practitioner.

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 Superintendent prior to the conclusion of a contract offer.
 - 2.3. In the event that the state of health of the prospective employee significantly affects their ability to do the job, the Superintendent 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 practitioner, if so requested by the Superintendent.
 - 3.2. When such a request is made, the Superintendent shall designate the independent medical examiner and HPSD shall pay the fee.
 - 3.3. When the medical certificate is required to qualify for sick leave with pay, the employee shall be responsible for medical fees.

References

Education Act, Sections 52, 53
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

Cross References

Administrative Procedure 170 - Freedom of Information and Protection of Privacy
Administrative Procedure 171 - Information Security
Administrative Procedure 175 - Health and Safety
Administrative Procedure 402 - Employee Records
Administrative Procedure 403 - Staff Leave of Absence
Administrative Procedure 448 - Drugs and Alcohol - Employees