

402.8.2 Medical Examinations

Policy

The Board shall require medical statements from Division staff in the circumstances described in the regulations.

Regulations

1. The Board may require an employee to obtain a medical statement from a qualified physician named or approved by the Board, if, at any time, it considers that the employee may not be in adequate physical or mental health to discharge fully his or her duties.
2. An employee who is absent, due to illness, for three (3) or more consecutive working days may be required to submit a medical statement verifying the illness. The regulations do not preclude a request by administration for medical statements for the periods of absence that are less than previously stated.
3. Employees who have been on an extended leave of absence as a result of sick leave, long-term disability, or workers' compensation shall provide a written statement from a qualified physician prior to their return to work stating they are able to fully perform the duties for which they were engaged pursuant to their terms of employment. Accommodations may be made for a modified work assignment.
4. These regulations do not preclude administration requesting the employee to obtain a medical statement from a Board approved medical practitioner at Board expense.

The Board delegates to the Superintendent the authority to develop the procedures necessary to implement this policy.

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References

Alberta School Act:	111
Other Statutes:	Alberta Labour Relations Code, Employment Standards Code, Individual's Rights Protection Act School Act, Section 44 and 98
Division Policies:	402.8.3 Employee Assistance and Wellness Programs, 402.8.4 Communicable Diseases - Employees, 402.8.5 Occupational Health And Safety, 404.3.1 Leaves of Absence, 404.3.2 - Teacher Leaves of Absence for Personal Reasons
Other:	Employee Collective Agreements