

## **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.

Occasionally, the specific nature of jobs requires a predetermined level of health to ensure effective functioning in the position. While the Individual Human Rights Protection Act prevents requests for health information as part of the application, the District does have the right to request medical health information from prospective or existing employees.

### **Procedures**

1. Prospective Employees
  - 1.1 Certificates of good health are not to be requested as part of the application for employment information.
  - 1.2 Requests for certificates of good health may be made by the Superintendent prior to a final contract offer.
  - 1.3 In the event that the state of health of the prospective employee significantly affects his/her ability to do the job, the Superintendent has the authority to withhold a contract of employment.
2. Existing Employees
  - 2.1 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, in accordance with the collective agreements.
  - 2.2 When such a request is made, the Superintendent shall designate the medical practitioner and the District shall pay the fee.
  - 2.3 When a medical certificate is required to qualify for sick leave with pay, the employee is responsible for medical fees.
3. The Superintendent is responsible for reviewing the requirements of positions and requesting certificates of good health from prospective and existing employees.
4. All medical information collected as a result of requests initiated by the District will be treated confidentially.

Reference: Section 118, School Act