

Administrative Procedure 405

MEDICAL EXAMINATIONS

Background

In order to fulfill the responsibilities of their position, employees need to be in good health. While the Alberta Human Rights Act places certain restrictions on what employers may include as part of the application forms, employers do have the right to request medical health information from prospective or existing employees.

Procedures

1. As a condition of employment, an applicant shall be required to submit evidence of a medical examination to substantiate medical fitness to perform the required duties.
2. An employee may be required at any time to obtain a medical statement from a qualified physician named or approved by the Superintendent at Division expense, if it is believed that the employee may not be in adequate physical or mental health to perform the necessary duties required of the position.

Reference: Section 52, 53, 197, 222, 226 Education Act
Alberta Human Rights Act
Child, Youth and Family Enhancement Act
Employment Standards Act
Freedom of Information and Protection of Privacy Act
Personal Information Protection Act