

Passed By Council on:12/01/1997

Purpose

To ensure consistent medical monitoring of work related injuries and to Provide the City with an Occupational Medical Evaluation for non work related injuries and medical conditions.

Policy Statement

1. Newly hired permanent employees of the City of St. John's or newly hired temporary or casual employees who acquire seniority rights upon hire will be required to have a pre-employment medical carried out by the City's Medical Officer or his designate.
2. All City employees injured on the job, who require medical management shall be monitored by the City's Medical Officer or his designated.
3. Employees returning to work from non work related injuries or medical conditions, where, in the opinion of the Director of Human Resources and or the Occupational Health Nurse, there is a question regarding their readiness to return to work, will require a medical clearance from the City's Medical Officer or his designate.
4. When it is known that an employee is absent due to an infectious communicable disease, the City reserves the right to ask the individual to obtain a medical clearance from the City's Medical Officer or his designate prior to returning to work.
5. When an employee is returning to work from non work related injury and his physician is requesting an "Ease Back", such arrangement must be approved by the City's Medical Officer or his designate. The employee may be required to see the City's Medical Officer at the Medical Officer's discretion.
6. An employee who, as a result of high or questionable use is required to undergo a sick leave review, may be asked (at the discretion of the Director of Human Resources) to have a Medical Evaluation carried out by the City's Medical Officer.

Application

Responsibilities

City Medical Officer, Director of Human Resources, Occupational Health Nurse.

Definition

References/Appendix

Monitoring and Contravention

Approvals

Finance and Administration Standing Committee report, November 20, 1997; Regular Meeting of Council December 1, 1997; Finance and Administration Standing Committee report August 18, 2000; Regular Meeting of Council September 5, 2000.

Review Period

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