

BUS DRIVER SCREENING

Background

Bus drivers are required to maintain a standard of health compatible with the requirements of their employment. This Administrative Procedure defines the expected health/dexterity standards for a school bus driver. This Administrative Procedure can also be utilized at initial hiring and at any time thereafter at the request of the Division. The driver, if required, will undergo a physical examination and dexterity testing by an approved testing facility. The intent is to provide for the safe, competent driving of school buses by ensuring that the health status of drivers is compatible with the requirements of the job.

Procedures

1. Upon initial hiring and at any time thereafter at the request of the Division, the driver shall produce a valid Alberta medical certificate for a Class 2 license. This is required to ensure the Division provides for the safe transportation of students; that bus drivers maintain a standard of health, coordination, and dexterity as required for their employment; and to provide an ongoing record of the driver's dexterity and medical fitness.
2. At the request of the Division, the driver shall provide a release of medical information to the Division or attend a medical examination/dexterity test.
 - 2.1 The completed medical results shall form part of the overall evaluation of competency as to the driver's ability to continue to meet the requirements of the *Traffic Safety Act* and the guidelines of the Canadian Medical Association.
 - 2.2 Costs for the medical testing will be borne by the Division, and any medical reports will be placed on the driver's confidential personnel file.
3. As per [Administrative Procedure 406 – Certificate of Good Health](#), the Division reserves the right to require a medical examination by a physician of its choice.
4. Drivers are required to advise Alberta Transportation personnel of any medical condition that may affect health or ability to safely operate a school bus. The Division must also be advised of any medical conditions that may affect their driving abilities.
5. Drivers will be evaluated by the Transportation Manager upon receipt of any concerns of driving ability, mobility issues, or accidents that have occurred. The degree of evaluation will be as determined by the Transportation Manager with the following standards in mind:

- 5.1 To ensure the driver maintains a high degree of driving proficiency.
 - 5.2 To ensure that drivers continue to meet the medical standards and are able to perform their duties as a bus driver.
 - 5.3 To recognize and document the driver's medical limitations and, if warranted, obtain medical treatment at an early stage.
6. Dexterity requirements are as follows:
- 6.1 Meet the current provincial vision standards.
 - 6.2 Meet the current provincial hearing requirements.
 - 6.3 Fulfill the requirements of the medical cognitive test (SIMARD MD), if required.
 - 6.4 Meet the requirement of the dexterity tests (bending, stretching, lifting, balance, and stair climbing).
7. Drivers must pass a Class 2 vehicle road test (with an Alberta Transportation tester).

Reference: [Education Act](#) Section 11, 33, 52, 53, 59, 59.1, 68, 197, 222, 225
[Employment Standards Code](#)
[Alberta Human Rights Act](#)
[Freedom of Information and Protection of Privacy Act](#)
[Traffic Safety Act](#)

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