

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.

Procedures

1. Information collected for the purposes of employment shall be kept confidential.
2. Prospective Employees
 - 2.1 Certificates of good health are not to be requested as part of the application employment information;
 - 2.2 Request for certificates of good health may be made by the Assistant Superintendent - People Services prior to a final contract offer; and
 - 2.3 In the event that the state of health of the prospective employee significantly affects his/her ability to do the job, the Assistant Superintendent - People Services has the authority to withhold a contract of employment.
3. Existing Employees
 - 3.1 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 Assistant Superintendent - People Services.
 - 3.2 When such a request is made, the Assistant Superintendent - People Services shall designate the medical practitioner and the Division shall pay the fee.
 - 3.3 When the medical certificate is required to qualify for sick leave with pay, the employee shall be responsible for medical fees.

Reference: [Education Act](#) Section 33, 52, 53, 204, 222
[Alberta Human Rights Act](#)
[Child, Youth and Family Enhancement Act](#)
[Employment Standards Code](#)
[Access to Information Act](#)
[Protection of Privacy Act](#)
[Personal Information Protection Act](#)

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