



EM71

MEDICAL EXAMINATIONS

EM71

Effective Date: 01 January 1996
Last Reviewed/Revised Date: 20 September 2022*

POLICY

1. The Delta Police Department (Department) will on occasion require employees to attend a medical examination. This policy specifies the occasions on which a medical examination will be required.

REASON FOR POLICY

2. To specify the occasions on which a medical examination will be required.
3. To comply with Collective Agreement provisions.
4. To ensure the safety of employees and the public.

RELATED POLICIES

- EC21 – Fitness for Duty (Drug & Alcohol Use)
- EM20 – Recruitment & Selection
- EM60 – Accommodation
- EM61 – Employee & Family Assistance Program
- EM70 – Attendance Management & Support

PROCEDURES

5. The Deputy Chief i/c Administration Bureau (Deputy Chief) may appoint a qualified medical practitioner to determine:
 - a) the fitness for duty of a potential recruit during the selection process;
 - b) the fitness for duty of a member during the probation period or prior to promotion;
 - c) the fitness of a member for specialist duties;
 - d) the fitness for duty of a member as part of the accommodation process; or



- e) the fitness for duty of a member where concerns over health or safety have arisen.
6. When a returning member is certified fit to return to limited duties or where the physician has certified them fit for full duties, but the Deputy Chief, or delegate, believes that a reasonable doubt exists as to the member's fitness, the Deputy Chief may refer the member to a medical practitioner at the Department's expense.
 7. Any employee having to remain off work as a result of illness, injury or surgery, before returning to duty, may be required to submit a report from the attending physician certifying that the employee is fit for the full range of duties associated with their role within the Department.
 8. Employees have an obligation to cooperate with the accommodation process and to provide medical information requested.

*Revised Dates:
17 December 2012
19 January 2016