



Policy: Fit for Duty Policy
Policy Number: GJ
Policy Type: Personnel

Background:

The intent of the Hanover School Division Fit for Duty Policy is to support our mission of creating and maintain an effective safety culture, remain in compliance with all government and regulatory requirements, and ensure the health, safety and wellness of all employees.

Definition:

Competent – having the necessary ability, knowledge and skills to do something successfully (Oxford Universities Press).

Fit for Duty, also referred to as "Fit to Work", is defined by the Canadian Centre for Occupational Health and Safety as a "medical assessment done when an employer wishes to be sure an employee can safely do a specific job or task" (Canadian Centre for Occupational Health and Safety).

Policy:

Hanover School Division understands the importance of safety to the well-being and productivity of its people, and strives to safeguard the workplace from injury and accidents through the attentiveness of employee capabilities and fit for duty status.

Hanover School Division managers, administrators and supervisors shall monitor all employees' abilities and behaviours to ensure they are performing and conducting themselves in a safe and healthy manner.

If a manager, administrator or supervisor is notified of change in an employee's health, Hanover School Division will take the necessary measures to ensure the integrity of performance, health and safety in the workplace. If an employee is conducting him/herself in an unsafe manner, Hanover School Division will remove the employee from the situation, so as to prevent further dangers associated with the unsafe actions/behaviours.

Guidelines:

See Hanover School Division Administrative Procedure P-GJA Fit for Duty Procedure

Date Policy Created:	June 28th, 2018
Date of last Review:	NEW
Reference(s):	<ul style="list-style-type: none">● The Manitoba Workplace Safety and Health Act● The Manitoba Workers Compensation Act● P-GJA Fit for Duty Procedure● P-GCA Suspected Employee Impairment Procedure● GD – HSD Reasonable Accommodation Policy● Guidebook – Canadian Centre for Occupational Health and Safety
Related Forms:	