HWDSB

CUPE MEDICAL CERTIFICATE

PART 1

The Board may request this medical confirmation in accordance with Article C6.1 h)

Part 2 of this is to provide the Employer with information to assess whether the employee is able to perform the essential duties of their position and to understand restrictions and/or limitations to assess workplace accommodation if necessary. Part 2 need only be completed for a return to work that requires an accommodation.

Employee information

Employee name | Employee ID

Work Location | Phone Number

Return completed form to the attention of:

Dear Health Care Professional,

Please be advised that the Employer has an accommodation and return to work program. The parties acknowledge that the employer has an obligation to provide reasonable accommodation to the point of undue hardship, and that the employee has an obligation to cooperate with reasonable accommodation measures. Consistent with this understanding, and with the objective of returning employees to active employment as soon as possible, we would ask the medical professional to provide as full and detailed information as possible.

I,

Hereby authorize my Health Care Professional(s),

To disclose medical information to my employer, in order to determine my ability to fulfill my duties as:

From a medical standpoint and whether my medical situation is such that it can support my sustained return to work in the foreseeable future. To this end, I specifically authorize my Health Care Professional(s) to respond to those question from my employer set out in the medical certificate dated:

(mm) (dd) (yyyy)

For my absence starting on (mm) (dd) (yyyy)

(signature of employee) (dd) (mm) (yyyy)

Employee Name: _____

Health Care Professional: The following information should be completed by the Health Care Professional

First day of absence: (mm) (dd) (yyyy)

General Nature of Illness* (please do not include diagnosis):

Date of Assessment: (mm) (dd) (yyyy)

☐ No limitations and/or restrictions Return to work date: (mm) (dd) (yyyy)

(For limitations and restrictions, please complete Part 2)

Health Care Professional: Please complete the confirmation and attestation in Part 3

PART 2 – Physical and/or Cognitive Abilities

Health care Professional to complete. Please outline your patient's abilities and/or restrictions based on your objective medical findings (please complete all that is applicable).

PHYSICAL (if applicable)

Walking:	**Standing:**	**Sitting:**	**Lifting from floor to waist:**
☐ Full abilities	☐ Full abilities	☐ Full abilities	☐ Full abilities
☐ Up to 100 metres	☐ Up to 15 minutes	☐ Up to 30 minutes	☐ Up to 5kg
☐ 100-200 metres	☐ 15-30 minutes	☐ 30 minutes-1 hour	☐ 5kg-10kg
☐ Other (specify)	☐ Other	☐ Other (specify)	☐ Other (specify)

Lifting from waist to shoulder:	**Stair climbing:**	**Use of left hand:**	**Use of right hand:**
☐ Full abilities	☐ Full abilities	☐ Gripping	☐ Gripping
☐ Up to 5kg	☐ Up to 5 steps	☐ Pinching	☐ Pinching
☐ 5kg-10kg	☐ 6-12 steps	☐ Other (specify)	☐ Other (specify
☐ Other (specify)	☐ Other (specify)		

*Please submit medical documentation to the Employee Support & Wellness Department by email to esw@hwdsb.on.ca or confidential fax to 905-527-1488.

Employee Name: _____

Bending/twisting: Repetitive movement of (please specify)	**Work at or above shoulder activity:**	**Chemical exposure to:**	**Travel to work:** Ability to use public transit ☐ Yes ☐ No Ability to drive car ☐ Yes ☐ No

PART 2 – Cognitive Abilities (if applicable)

Attention and concentration:	**Following directions:**	**Decision-making/supervision:**	**Multi-tasking:**
☐ Full abilities	☐ Full abilities	☐ Full abilities	☐ Full abilities
☐ Limited abilities	☐ Limited abilities	☐ Limited abilities	☐ Limited abilities
Comments	Comments	Comments	Comments

Ability to organize:	**Memory:**	**Social interaction:**	**Communication:**
☐ Full abilities	☐ Full abilities	☐ Full abilities	☐ Full abilities
☐ Limited abilities	☐ Limited abilities	☐ Limited abilities	☐ Limited Abilities
Comments	Comments	Comments	Comments

Please identify the assessment tool(s) used to determine the above abilities *(Examples: Lifting tests, grip strength tests, anxiety inventories, self-reporting, etc.)*

Additional comments on Limitations (not able to do) and/or Restrictions (should/must not do) for all medical conditions:

Employee Name: _____

Health Care Professional: The following information should be completed by the Health Care Professional

From the date of this assessment, the above will apply for approximately:

☐ 1-2 days ☐ 3-7 days ☐ 8-14 days ☐ 15+ days ☐ permanent

Have you discussed return to work with your patient? ☐ Yes ☐ No

Recommendations for work hours and start date (if applicable):

☐ Regular work hours ☐ Modified hours ☐ Graduated hours

Start date: (mm) (dd) (yyyy)

Is the patient on an active treatment plan? ☐ Yes ☐ No

Has a referral to another Health Care Professional been made?

☐ Yes (optional, please specify): _____

☐ No

If a referral has been made, will you continue to be the patient's primary Health Care Provider?

☐ Yes ☐ No

Please check one:

☐ Patient is capable of returning to work with no restrictions.

☐ Patient is capable of returning to work with restrictions. **(Complete Part 2)**

I have reviewed Part 2 above and have determined that the Patient is totally disabled and is unable to return to work at this time.

Recommended date of next appointment to review Abilities and/or Restrictions:

(mm) (dd) (yyyy)

Part 3 – Confirmation and Attestation Health Care Professional: The following information should be completed by the Health Care Professional

I confirm all of the information provided in this attestation is accurate and complete:

Completing Health Care Professional Name:

(Please Print)

Date: (mm) (dd) (yyyy)

Telephone Number:

Signature:

General Nature of Illness" (or injury) suggests a general statement of a person's illness or injury in plain language without any technical medical details, including diagnosis. Although revealing the nature of an illness may suggest the diagnosis, it will not necessarily do so. "Nature of illness" and "diagnosis" are not congruent terms. For example, a statement that a person has a cardiac or abdominal condition or that s/he has undergone surgery in that respect reveals the essence of the situation without revealing a diagnosis. Additional or follow up information may be requested as appropriate.

*Please submit medical documentation to the Employee Support & Wellness Department by email to esw@hwdsb.on.ca or confidential fax to 905-527-1488.