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**AB52**

**MEDICAL EXAMINATION**

**AB52**

Effective Date: 01 January 1996  
Revised Date: 14 January 2016  
Last Reviewed Date: 11 October 2016

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**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.

**RELATED POLICIES**

AB42 Attendance Management and Support  
AB44 Accommodation

**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.

**PROCEDURE**

Medical Examination

5. The Chief Constable may appoint a qualified medical practitioner or medical team to act as a Medical Board 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 Chief Constable believes that a reasonable doubt exists as to the member's fitness, the Chief Constable may refer the member to a Medical Board 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 in accordance with **policy AB44 Accommodation**.