

PATHWAYS ABILITIES SOCIETY

POLICY: HEALTH REQUIREMENTS

Applies to: All Personnel and Volunteers

Original Approval Date: 1993

Date Board Approved: May 9, 2022

Replaces Policy Dated: October 18, 2021

Board Member's Signature

POLICY

All employees/volunteers must be in good health. Confirmation of good physical and mental health is a prerequisite to the commencement of employment and may be a requirement for continued employment.

Employees hired to provide direct service (support workers and supervisors) must possess Food Safe or a Food Safe equivalent (applies to employees working the homes) or Food Handlers certificate, a TB Skin Test and Hepatitis B Inoculation in (Hiring Practice policy).

All employees and volunteers must provide proof of COVID vaccinations and complete an Immunization Status form upon hire.

All employees/volunteers observe general rules of hygiene and maintain a high level of personal cleanliness.

All employees/volunteers adhere to the procedures outlined in the Universal Precautions, Communicable and Infectious Disease Prevention policy.

Employees absent due to illness or injury may be required to provide a physician's note confirming their illness or injury. After 5 days, this is required.

Prior to returning to work Pathways Abilities Society may require the physician to complete a Certificate of Health form in order to ensure the employee is able to fulfill all employment job requirements.

Support workers, supervisors, managers and professionals are required to participate in early intervention programs as outlined in the most recent collective agreement.