

Directive on Occupational Health Evaluations

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Directive on Occupational Health Evaluations

1. Effective date

- 1.1 This directive takes effect on April 1, 2020.
- 1.2 This directive replaces the *Treasury Board Occupational Health Evaluation Standard* dated December 1, 2003.

2. Authorities

- 2.1 This directive is issued pursuant to the same authorities indicated in section 2 of the *Policy on People Management*.

3. Objectives and expected results

- 3.1 The objectives of this directive are as follows:
 - 3.1.1 Prevent or mitigate occupational injuries, illnesses and fatalities;
 - 3.1.2 Reduce the effects of stressful work situations;
 - 3.1.3 Improve the overall health and productivity of persons employed; and
 - 3.1.4 Comply with the *Canada Labour Code*, Part II, and the *Canada Occupational Health and Safety Regulations*.
- 3.2 The expected results of this directive are as indicated in section 5 of the *Policy on People Management*.

4. Requirements

- 4.1 Managers are responsible for the following:
 - 4.1.1 Planning periodic health evaluations of persons employed to determine whether they meet the occupational health requirements of their position and whether their health is negatively impacted by their work;
 - 4.1.2 Planning health evaluations for persons employed and their dependants before, between and after foreign postings;

- 4.1.3 Conducting workplace hazard assessments in accordance with the *Canada Occupational Health and Safety Regulations*;
 - 4.1.4 Planning a pre-placement health evaluation when a candidate's qualification is conditional on their ability to meet the occupational health requirements of the position;
 - 4.1.5 Requesting fitness-to-work evaluations to ensure that persons employed are able to perform their duties and will not be a hazard to themselves or others;
 - 4.1.6 Informing persons employed and candidates about the purpose of occupational health evaluations and about the evaluation process, and explaining the fundamentals of medical confidentiality in the federal public service; and
 - 4.1.7 Covering the additional operational costs to provided health services as determined by Public Service Occupational Health Program, including new hires and changes in programs in all occupational groups.
- 4.2 Persons employed are responsible for making themselves available for occupational health evaluations and for participating in the processes determined by Health Canada.

5. Roles of other government organizations

- 5.1 This section identifies the roles of other key government organizations in relation to this directive. In and of itself, this section does not confer any authority.
- 5.2 Health Canada is responsible for the following:
- 5.2.1 Providing occupational health services for federal public service persons employed; and
 - 5.2.2 Conducting the occupational health evaluations for persons employed in the core public administration.

6. Application

- 6.1 This directive applies to persons employed and the organizations listed in section 6 of the *Policy on People Management*.

7. References

- 7.1 Legislation
- *Canada Labour Code, Part I, Occupational Health and Safety*.

- Canada Occupational Health and Safety Regulations, Part XIX, Hazard Prevention Program
- Canada Occupational Health and Safety Regulations, Part XX, Violence Prevention in the Work Place
- Canadian Human Rights Act
- Federal Public Sector Labour Relations Act, Part 3
- Policy Committees, Work Place Committees and Health and Safety Representatives Regulations

7.2 Related policy instrument

- Values and Ethics Code for the Public Sector

8. Enquiries

- 8.1 For interpretation of any aspect of this directive, contact Treasury Board of Canada Secretariat Public Enquiries.

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