

# **UWO Occupational Health Care Policy**

## **PURPOSE**

The Occupational Health Care Policy is designed to ensure that all occupational health care provided by the University to University employees is provided through Staff/Faculty Health Services.

## **RESPONSIBILITY**

Compliance with this policy is the responsibility of the Deans, Directors or Budget Unit Heads. It is the responsibility of the foregoing to ensure that all employees under their jurisdiction report to Staff/Faculty Health Services for all required Occupational Health Programs.

## **DEFINITIONS**

### **(a) Occupational Health Program**

An Occupational Health Program consists of any health screening, immunization, counselling, health teaching, assessment or other such program required by applicable federal or provincial legislation or by University policy.

### **(b) Employee**

All persons working for the University regardless of employment status (ie; Full-time, Part-time, Temporary, etc.) are covered by this policy.

## **REQUIREMENTS**

### **(a) Use of Staff/Faculty Health Services**

Staff/Faculty Health Services is responsible for providing all Occupational Health Care Programs to University employees. No other Department or Faculty or an individual researcher may provide Occupational Health Care Programs to University employees.

### **(b) Use of Family Physician**

Where the use of Staff/Faculty Health Services is not acceptable to an employee, or where an employee is undergoing prolonged treatment from a family physician on a regular basis, the family physician may meet the requirements of the program and provide documentation to that effect to Staff/Faculty Health Services.

### **(c) Provision of Time Off**

The immediate supervisor shall ensure that all employees receive adequate time off during work hours to comply with the requirements of any applicable Occupational Health Care Policy.