

## NL Employers' Council Presents

### Doctor's Notes

**A Workshop for Employers  
Thursday, October 22<sup>nd</sup> at the Bowring Park Bungalow St. John's**

**WHO:** Richard Alexander, Executive Director, NL Employers' Council

**WHAT:** Nearly 40 employers in the province will participate in a workshop on employer's rights and responsibilities when dealing with the medical system to return employees to work. Harold Smith, partner with Stewart McKelvey, will outline recent legal cases involving doctor's notes, including fraudulent use of doctor's notes and vague medical information insufficient to return employees to work safely. Tom Mahoney, Executive Director of Compensation Services with the WHSCC will educate employers on the Physician's Report of Injury forms and the education physician's receive on completing these forms. He will also discuss the Commission's new initiative with Memorial University School of Medicine for further education on return to work and rehabilitation for the province's medical students. Dr. Terence Fogwill, Occupational Physician with Shepell-FGI, will discuss the limitation's General Practitioner's are facing with regards to Occupational Medicine, ways employers can facilitate communication with Family Physicians to get appropriate information without violating privacy concerns and making physician's aware of the accommodation's available in the workplace.

**WHEN:** **Thursday, October 22nd, 2009**  
Interview Opportunities: 12:00 PM – 1:00PM

**WHERE:** Bowring Park Bungalow  
Waterford Bridge Rd.  
Enter Bowring Park via  
Duck Pond Bridge

**WHY:** Employers are required by law to accommodate workers with an illness or disability to the point of undue hardship. In addition, duration of WHSCC claims in Newfoundland & Labrador is among the highest in Canada. The NLEC has heard from many employers in this province who often receive Doctor's Notes that provide insufficient medical information regarding functional abilities of employees who are absent from work for extended periods of time, whether on sick leave, EI sick or WHSCC. This is a major issue for employers as it makes it extremely difficult for employers to manage the employee's return to work and maintain continuity of their business. The NLEC is offering this workshop to educate employers on what their rights and responsibilities are when dealing with the medical system for this purpose.

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**YOUR COVERAGE IS INVITED**