

HUM-001-018

Strathcona County
Municipal Policy Handbook

Infectious Diseases

Date of Approval by Council: 03/15/89; 03/14/00**Resolution No:** C-32-89; 119/2000**Lead Role:** Chief Commissioner**Replaces:** 40-44-014**Last Review Date:** November 30, 2006**Next Review Date:** 11/2009**Administrative Responsibility:** Human Resources

Policy Statement

1. Preventive measures to protect employees from infectious disease exposures; and,
2. Responsible and compassionate treatment of employees infected with an infectious disease (contacted through occupational or non-occupational exposures).
3. Education on infectious diseases to foster an understanding of responsible employee health behaviours and self-care to prevent and minimize infectious disease.

Definitions

An infectious disease is caused by an organism or microorganism or its toxic products and is transmitted directly or indirectly from an infected person, or animal, or the environment. The infectious diseases covered under this policy are as defined by the Alberta Public Health Act, Communicable Diseases Regulation, 238/85, as amended (consolidated up to 58/2006).

Guidelines

1. Employees with an infectious disease shall be allowed to continue normal employment duties unless:
 - a) medical examination identifies safety issues with the employee continuing with job duties; or,
 - b) in the opinion of the Medical Officer of the local Regional Health Authority, in consultation with the Director of Communicable Disease Control, there are special circumstances or regulations, which necessitate restrictions.
2. An employee who is diagnosed with an infectious disease and who becomes unfit to continue at work, shall have full access to sick leave, long-term disability and medical benefits as provided by the agreements, policies and benefit plans of the County.

3. An employee who is diagnosed with an infectious disease will be referred to the Strathcona County Occupational Health & Safety unit and to the Employee and Family Assistance Program, who will treat the matter confidentially. Counselling to assist the employee in dealing with personal, medical or financial difficulties may be accessed through the Employee and Family Assistance Program.

Procedures

1. The Human Resources Department shall identify departments where exposures are likely and procedures are required, and work with those departments to develop and implement such precautionary procedures for employees who may be exposed to infectious diseases in the course of their job requirements.
2. For those departments identified, the Human Resources Department will assist the departments in providing staff education programs on infectious disease exposures to facilitate knowledge of appropriate individual and group health behaviours to prevent and minimize infectious diseases.
3. Each department shall report cases of infectious disease exposures to the Strathcona County Occupational Health & Safety unit.
4. Monitoring occupational infectious disease exposures will be carried out by the Strathcona County Occupational Health & Safety unit.
5. Immunizations specific to workplace exposures will be coordinated through the Strathcona County Occupational Health & Safety unit.
6. If a department Manager brings forth concern regarding an employee's fitness to work related to an infectious disease, third party medical consultation will be pursued after consultation with the Manager of Human Resources and resident experts. Job reassignment and other options will be determined considering the medical restrictions and in consultation between the department Manager, Human Resources Manager, the employee and their union representative, if appropriate.