



Sick Notes: How do you respond?

André Richard, Q.C.

PHN:

Home:

Work:

To Whom it may concern;

has had, by their own report, a cold today and sensibly stayed home from work rather than spreading this to his colleagues/customers. I have no test for the common cold and therefore believe him/her, however you feel his time and mine should be wasted by making him sit in the walk in clinic for hours and me spending time writing a sick note that I could be spending on people who genuinely need my attention.

Please reconsider your policy on this – there are surely better ways of wasting your tax dollars.

Sick Note



The
Medical Center

Excused Absence

Date: February 13

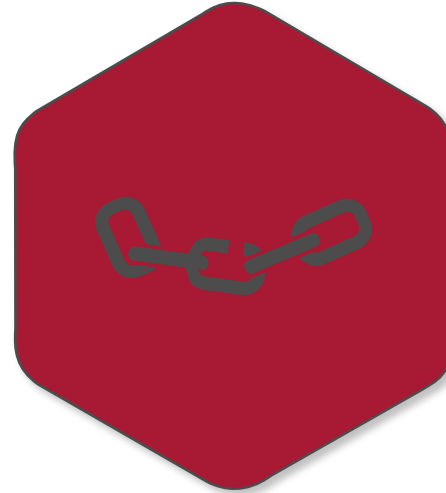
Excused from: ☐ work ☐ class ☐ other

Notes: Bitten by rabid
blood-thirsty
raccoon with
crazy eyes.

Signature: Dr. Yuri Zhivago

Purpose

A sick note is used for a basic purpose – to prove the employee had a legitimate reason for his or her absence.



Weakness

The reality is that a note is merely a simple hoop to jump through – it will always say whatever the employee wants.



Accommodation

All that being said – when an employee is seeking accommodation, it is appropriate to ask for detailed medical information to understand the employee's limitations.

Information

If you have decided to look for medical information, the key is to understand what you need and be specific about your request.



These materials are intended to provide brief informational summaries of legal developments and topics of general interest.

The materials should not be relied upon as a substrate for consultation with a lawyer with respect to the reader's specific circumstances. Each legal or regulatory situation is different and requires review of the relevant facts and applicable law.

If you have specific questions related to these materials or their application to you, you are encouraged to consult a member of our firm to discuss your need for specific legal advice relating to the particular circumstances of your situation.

Due to the rapidly changing nature of the law, Stewart McKelvey is not responsible for informing you of future legal developments.