

August 10, 2012

Dear Physician,

[brocku.ca](http://brocku.ca)

As a physician practicing in the Niagara Region it is possible that you provide medical care to Brock University employees. I am writing to provide you with education regarding the Health Management Program here at the University.

The Health Management Office at Brock University has been instituted to manage the University's Short Term Disability / sick benefits (STD) program. The goals of this program are to support employees who are unable to work due to illness / injury and to facilitate timely and safe return to work. Brock University supports that early intervention in disability management is a key component for successful reintegration to the workplace. As such, the University is able to provide modified duties and / or hours to enable our employees to engage in early return to work, when medically supported. This program is consistent with accepted disability management practices and the Canadian Medical Association's 2000 policy on the physician's role in return to work.

The University's Health Management Program recognizes that timely and appropriate medical care is the key to recovery of health and function. Employees are therefore expected to seek out and participate in treatment that reflects current best practice. For health-related absences of five consecutive days or more, the employee must have their physician complete the "Brock University Medical Certificate". This is the only acceptable documentation. The Health Management Office determines eligibility for STD / sick benefits based on this document with the assistance of accepted, consensus-based, disability guidelines. If additional information is required it will be requested through the employee. Please be assured that the confidentiality of medical information will be maintained at all times.

The members of the Health Management Office appreciate the high standard of medical care that you provide to the Brock community and we look forward to working with you in the future. If, at any time, you have questions or concerns regarding one of our employees, please feel free to contact me at your convenience.

Yours Sincerely,



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Employee Health Specialist  
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