

Did you know that most employers in Ontario have eliminated the requirement for sick notes for short-term illnesses?

While the *Employment Standards Act* permits employers to ask employees for medical notes when taking sick leave, **it is not a requirement of the Act for employers to ask their employees to provide a medical note** for absences lasting five days or less. In fact, other provinces have amended their legislation to prohibit employers from doing so.

HERE'S WHY YOUR ORGANIZATION SHOULD RECONSIDER REQUIRING SICK NOTES:



Sick notes impact employee and economic productivity. Many employees would rather go to work ill than spend the time and money getting a sick note, leading to illness spreading in the workplace.



Sick notes strain healthcare resources and take time from patients who need urgent care. Patients should see a doctor only if they require medical care—most common illnesses can be managed at home.



Sick employees should stay home. Travelling to a doctor's appointment or emergency department for a sick note hinders recovery and **needlessly exposes vulnerable patients and healthcare providers to illness.**



Doctors rely on patient's self-reporting of their illness and may not be able to verify it from a medical standpoint.



Many patients are **charged a fee** for sick notes because OHIP does not compensate doctors for providing this non-medical service.



Some patients can't access a doctor during their illness. There is a shortage of family doctors in Ontario. As a result, some patients are unable to get a timely appointment. Over 2 million Ontarians don't have a family doctor at all, and must seek care (and sick notes) through walk-in clinics and emergency departments.

