

Medical restrictions, medical diagnoses and medical treatments/appointments are an injured worker's private health information. An employer must protect the confidentiality of an injured worker's private health information and ensure records containing this information are stored in a secure manner.

- An employer must not share an injured worker's medical restrictions with others in the organization without the injured worker's prior authorization.
- If an injured worker takes a medical restrictions/capabilities form to a health-care provider (HCP) for completion and returns it to his/her employer himself/herself, the injured worker's signature is not required, as this process demonstrates implied consent.
- If an employer needs to send a blank medical restrictions/capabilities form to an HCP's office after the injured worker's visit, a signature and/or some other release form signed by the injured worker are required to enable the HCP to complete and return the form.
- If an HCP is required to send a completed medical restrictions/capabilities form to the employer or another authorized destination, it must be sent to a location only accessible to employees authorized to know the injured worker's medical restrictions.
- An employer should not contact an HCP to ask for an injured worker's medical restrictions. If an employer is unable to procure the medical restrictions via the injured worker and a completed medical restrictions form, the employer should call the Saskatchewan Workers' Compensation Board to obtain this information.
- Ignoring confidentiality could damage workplace relationships and trust. The employer could also be liable legally.

