

Medical Certification Policy

Purpose

This document outlines Injury Doc NZ's policy related to the issuance of a Medical Certification, in line with the Medical Council of New Zealand guidelines. Medical certificates are legal documents required for a variety of purposes including employment, insurance, court proceedings, or fitness to engage in a particular activity e.g. driving.

Injury Doc NZ Clinicians will understand, comply with, and implement the requirements, as outlined in this document which state the processes to be followed by the Injury Doc team members in issuing a medical certificate.

Scope

All Injury Doc NZ Clinicians will comply with the following rules when issuing a medical certificate (ACC18) to an injured worker. This policy covers all injuries seen in the Injury Doc NZ Virtual Clinic.

Policy

There is compelling Australasian and international evidence that good work benefits people's health and that the sooner an injured worker returns to safe work and everyday life, the better it is for their recovery and well-being. Remaining engaged with the workplace during injury is proven to help workers' physical and mental recovery when they're active in their routines, normal movements, and rehabilitation plans.

Injury Doc NZ provides proactive collaborative rehabilitation care, promoting optimal health outcomes for workers, while reducing delays in the system.

There are some symptoms and injuries that preclude workers from being at work. These include severe pain, distress, confusion, debilitating injury, or recovery from surgery.

If an injured worker is deemed to be 'medically unfit' for any work, then a medical certificate (ACC18) reflecting this will be issued at the time of the medical consult. An unfit medical certificate if required for an injury will typically be issued for a period of 2 -7 days and arrangements will be made for follow-up medical review within that timeframe. The maximum length of time that the Injury Doc NZ Clinician would certify an injured worker as being completely unfit for any work would typically be 14 days and a plan made to reassess the injured worker at the end of that period or sooner if circumstances dictate. There are some exceptions to this typical scenario such as more serious injuries or surgeries which will require longer recovery away from work. However there are often some opportunities to maintain work engagement during this time which will always be explored by Injury Doc NZ.

If the injured worker is deemed to be medically 'fit for some work' then a medical certificate will be issued outlining the necessary restrictions and the injured workers are encouraged to engage in the rehabilitation and any suitable return to work opportunities offered by the workplace. If the workplace cannot accommodate the recommended restrictions and duties, then rehabilitation will be initiated or continue with a "fit for some work" certificate to achieve the minimum requirements for a return to work as advised by the workplace.

Injury Doc NZ provides a final review for an injury with either full medical clearance or a certificate with ongoing medical recommendations and advice for this injured worker and their injury to ensure a complete injury management service.