



回覆： Panel on Manpower : Rehabilitation services for injured employees

Chris to: panel\_m

19/06/2018 10:09

Please respond to Chris

Dear Sir/Madam,

Pharmacist should be able to issue sick certificate.

The services targets for Triage Category I , II and III (urgent cases) is within 30 minutes but for others non emergencies, the waiting time on Accident & Emergency Department in Hospital Authority for 1-8 hours.

For small and minor work related injuries such as finger cutting, hamstring injury that doesn't classify as emergency but requires the attention of health professionals. Pharmacist can be the right profession to issue sick certificate.

In Australia, the Fair Work Act 2009 (the Act) allows for pharmacists or other types of medical or allied health practitioners to issue certificates as proof of legitimate absence from work.

A pharmacist's certificate has to be able to "satisfy a reasonable person" of the relevant condition necessitating an absence from work (see s. 107(3) of the Act). When requested to provide a certificate, a pharmacist must consider if it is reasonable, with the knowledge available to him/her about the employee's condition, to provide that certification and to provide sufficient information in the certificate to satisfy a reasonable employer of the legitimacy of the employee's absence from work.

To determine the number of days off work that the certificate will be provided for; the pharmacist will need to take into account both the nature of the illness or injury and the person's ability to attend work and perform their duties. The nature of illness and injury a pharmacist is qualified to issue certificates in relation to is likely to mean that certificates should not be issued for periods longer than two (2) days.<sup>8</sup> Pharmacists must be careful not to issue certificates for long periods of time, particularly where the illness or injury is one that may require a consultation with a medical practitioner.

Regards

Chris