

From: Bordeleau, Patti
Sent: February-17-10 7:33 AM
To: Jason McMichael
Cc: Ron Moran; Karen Church; Hill, Greta
Subject: FW: Category III Medical Assessments

Jason

This is further to your e-mail and our conversation on this subject. As discussed, before replying to you, I wanted to consult with our Legal Services.

On November 30, 2009 the Agency announced the gradual implementation of the requirement for CBSA employees, who have enforcement duties as part of their job function, to undergo a Health Canada Category III Medical Assessment in accordance with the Treasury Board Secretariat's [Occupational Health Evaluation Standard](#). As you are aware, the implementation of this initiative will be done on a gradual basis, commencing with those officers attending duty firearms training, followed by existing employees as they are scheduled for Control and Defensive Tactics (CDT) training, and/or re-certification. As of April 2010, all new recruits will be required to successfully complete the Category III Medical Assessment.

The Agency's decision to implement the Category III medical assessment, as outlined in the Occupational Health Assessment Guide (OHAG), was based on the recommendation of the OHAG Committee after it completed a risk assessment that took into consideration the enforcement duties performed by CBSA officers, the associated risks of performing those duties, and the need to ensure employee safety. The requirement for a Category III medical assessment is consistent with other federal agencies.

The implementation of the Category III medical assessment was envisioned for quite some time (i.e. the issue has been on the agenda of the national Policy Health and Safety Committee for consultation since June 4, 2008), and was put in motion to address medical risks identified by occupational health professionals to ensure that the health and safety of CBSA officers engaged in enforcement duties is protected. It is unrelated to the current BFOR study.

I would encourage you to direct employees, who raise concerns or questions on the implementation of the Category III medical assessment, to the following intranet link, which provides information on the history and implementation of this initiative, as well as a comprehensive questions and answers document: http://atlas/hrb-dgrh/ohs-sst/messages/2009/1130_eng.asp. However, if there are specific questions that are brought to your attention that are not covered in the information currently available to employees, I would appreciate if you would contact Greta Hill, A/Director, Occupational Health and Safety Programs.