

Civil Service Conciliation and Arbitration Scheme

General Council Report 1513

(Meeting/s of 25 July 2007, 31 October 2007, 26 November 2008)

That Certificates from accredited Para Medical staff, such as those issued by physiotherapists and chiropractors, be regarded as equivalent to certification by a doctor for the purposes of sick leave regulations. That Certificates from accredited Para Medical staff, such as those issued by physiotherapists and chiropractors, be regarded as equivalent to certification by a doctor for the purposes of sick leave regulations.

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Claim: That Certificates from accredited Para Medical staff, such as those issued by physiotherapist and chiropractors, be regarded as equivalent to certification by a doctor for the purposes of sick leave regulations.

1. This claim was lodged by at the General Council meeting of 25 July 2007. The Official Side gave its response to the claim at the General Council meeting of 31 October 2007.
2. The Staff Side said they were seeking to have medical certificates from accredited paramedical staff, physiotherapist and chiropractors accepted for the purpose of sick leave accreditation in the Civil Service as certificates from these professions were now accepted by insurance groups.
3. The Official Side having considered the claim, stated that the current sick leave arrangements of certification by a medical doctor are appropriate for a number of reasons:
 - The major reason is that their doctor (ordinarily their G.P., or in serious illness cases Consultant) is the health professional who has access to the whole medical picture, both current and past, whereas Para Medical

practitioners may not be aware of the overall medical condition of the person.

- It is quite possible that Para Medical Staff could find a person fit to return to work without being aware of or being qualified to make that assessment
- Anyone can use the title physiotherapist, chiropractor etc, even if they are not a properly qualified (although this may change in the future). Doctors are tightly regulated by the Medical Council, however many Para Medical Staff are only registered with a relevant professional body.
- Entrants to the Civil Service after 6th April 1995 now pay Class A PRSI and are therefore entitled to make a claim for illness benefit from the Department of Social & Family Affairs. Officers are required to submit certificates which are certified by a registered Medical Practitioner/Doctor. When an officer is absent for more than three days a medical certificate (MC1) must be submitted and if the officer continues to be absent for a period longer than six days further certificates must be submitted on a weekly basis (MC2) until the officer returns to work. Each Doctor must be registered with the Department of Social & Family Affairs for this scheme. Government Departments/Offices continue to pay full salary to civil servants while on sick leave and the illness benefit, (on receipt of the MC1 from the officer), is recouped directly from the Department of Social & Family Affairs. Each officer signs a mandate authorising the Department to recoup benefits on entering the civil service. The Department of Social & Family Affairs will not accept certificates from para-medical practitioners.

4. The staff side asked that a report recording disagreement be prepared.

5. This report, recording disagreement, was adopted on 26 November 2008.

Aengus O'Riain
Official Side Secretary

Joan Byrne
Staff Side Secretary

Agreed report, recording disagreement.

This report was adopted on 26 November 2008

Agreed Report recording disagreement

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