

# Requiring a Doctor's Note for Illness

## Issue:

Obtaining a doctor's note for a cold or short-duration illness can be costly, particularly for those who lack health insurance or have high co-pays.

## Possible Solution:

Don't require a doctor's note for an absence involving illness.

## HR Sample Policy:

*Special Note: This is a human resources procedure*

Many common ailments, such as a cold, the flu, or a stomach virus, can be treated with home remedies and without the necessity of a doctor's visit. HR practices that require employees to provide medical proof by obtaining a "doctor's note" can be costly and inconvenient. For this reason, the company only requires a medical certification substantiating an absence if the duration of the illness is greater than 3 consecutive days.

Nothing in this procedure affects the company's attendance requirements.

