

## **440 MEDICAL AND WELLNESS PROGRAM**

### **PURPOSE:**

The purpose of this program is to provide the requirements for a firefighter medical and wellness program for the Fire Department members. The Department recognizes its members are its most valuable asset and this program will help the members perform their functions in a safe manner. The goal of this program is to reduce injuries and the potential for acute and chronic health problems.

### **SCOPE:**

This policy applies to all members of the Florence Township Fire District No. 1.

### **ROLES AND RESPONSIBILITIES**

Each member will be required to participate in the Medical Program. All members are encouraged to participate in the Wellness Program.

### **MEDICAL PROGRAM:**

The Fire District shall designate a physician(s) and other ancillary person who will provide medical services for the Fire Department members. This Physician must be knowledgeable and proficient in performing occupational health assessments and completely and thoroughly understands the functions and performance expected of firefighters. In addition the physician must be fully aware of the occupational hazard and high risk health concerns related to the functions performed by Florence Township Firefighters.

The purpose of medical examinations will be for the physician to determine the candidate or members medical condition and to verify that they can participate in firefighting and fitness related functions. The department realizes that it's most important asset is its members; therefore it has adopted essential functions for firefighter (interior firefighter), firefighter (driver/operator), EMT and fire police officer which the department physician shall use as a guide in determining the medical fitness of a member or candidate for membership. Members may at any given time be incapable of performing all tasks as outlined for interior firefighting due to medical or physical conditions that may be temporary or more permanent in nature.

Firefighters may use their personal physicians as long as:

- (1) Physicals done by the personal physician will be at the members' expense.
- (2) The personal physician must perform all tests that are required by the Department (i.e. Physical, EKO, Pulmonary Function Test, and Blood test). Should that physician not have the equipment necessary to perform all required test, the member must see the Department physician to complete the required test at the District's expense
- (3) The member must obtain a copy of Medical Packet from the District office and provide it to the physician where upon completion of the medical evaluation, the physician certification section will be completed by the physician to certify to what level the member may perform
- (4) The Department designated physician accepts the personal physician's assessment.

After the qualified physician has completed the examination and testing, he or she will complete a Physician Certification indicating whether the member is currently physically capable of performing the essential functions of one of the various designated positions within the fire department. The physician must certify that

a member is currently capable of performing the essential duties of a firefighter, firefighter (driver/operator), EMT, fire police officer or not currently physically capable.

Many firefighters will be able to continue to actively participate in assisting the department although they may be currently limited in their physical capabilities. For instance, a member may not be currently physically able to perform all of the essential functions of an interior firefighter yet may be capable of performing all of the essential functions of a firefighter (driver/operator). Likewise, a member who is not currently physically capable of performing the essential functions of any of the various positions in the fire department may rehabilitate him or herself and become physically capable of performing the essential duties of one or more of the various positions in the fire department.

The physician certification report shall be forwarded to the Chief to be put in the member's personnel file. All medical records shall be subject to state and federal laws.

The minimum physical examination will be as follows:

Fitness for duty physical exam

EKG

Pulmonary Function test

Complete Blood Test (CMP, HbA1C, Fasting Lipid, Urine Analysis).

\*\* Stress test is only to be performed if medically necessary for verification of fitness for duty\*\*\*

## **REQUIRED COMPLIANCE**

All Interior Firefighters, Firefighter (driver/operator), EMT's and Fire Police Officers must undergo the required examination and testing and obtain a Physician Certification within ninety (90) days of their first birth date which falls on or after January 1, 2012. If a satisfactory Physician Certification is not received by the Administrative Battalion Chief within ninety (90) days of a member's birthday which falls in 2012, that member is automatically disqualified from responding to any calls or alarms until such time as a satisfactory Physician Certification is submitted to the Administrative Battalion Chief. Failure to adhere to this policy will deem the member not currently physically capable for duty until such time that a satisfactory Physician Certification is submitted.

**The initial medical evaluations shall be determined by the last name of the member. In 2012, members who's last name begin with letter A thru J will get there medical evaluation pursuant to the previous paragraph. In 2013, members who's last name begin with letter K thru Z will get there medical evaluation pursuant to the previous paragraph.**

After the first satisfactory Physician Certification is received from each member, the following guidelines will be applicable to said member in order to provide regular medical evaluations by the department physician:

Members age 50 and above: Annual physical

Members age 35 through 49: Bi-annual physical

Members age 18 through 34: Tri-annual physical

The Department physician shall conduct all Department physicals for new members and work related injuries.

Health related issues that may be found during medical examinations by the department physician shall be transmitted to the affected member by the physician and if necessary follow-up by the member's primary care physician. Any cost arising from these medical conditions and follow-up care shall be the responsibility of the member and/or his personal insurance coverage.

Written results of any and all testing shall be forwarded to the member's primary care physician upon formal request of the member, in accordance with federal state and local standards.

## **WELLNESS PROGRAM**

All members are encouraged to engage in physical fitness activities. These activities should include strength and cardio training. All members should check with a doctor before engaging in fitness activity. Members are also encouraged in eating a healthy diet.

The Career Staff shall participate in 1 hour of physical fitness per shift. The times shall be scheduled by their supervisor.

Members are prohibited from the following activities while on duty:

1. Organized/Competitive/Sand lot type sports or activities. Especially those which utilize a ball (baseball, football, volleyball, basketball, soccer, etc.).
2. Martial arts or contact sports
3. Athletic activities that would require specialized equipment that is not provided by the District.