

Sample Health and Wellness Policy for Fire Districts

The purpose of this policy is to outline mutual responsibilities of the district and its members to ensure their health and wellness in all firematic activities.

The district will conduct yearly medical examinations in accordance with the requirements set forth in the NFPA publication 1582 "Standard on Comprehensive Occupational Medical Program for Fire Departments" 2007 edition. Additionally, medical examinations shall meet those applicable requirements of the Federal Occupational Safety and Health Administrations (OSHA) standards for Fire Brigades and use of Respiratory Protective Equipment.

The district will select a Medical Officer to develop, implement, and monitor the Health and Wellness program. The Medical Officer should have the following prerequisites:

- Health related background, ie. First aid, EMT, paramedic, nursing, etc.
- Incident Command Training
- Responsibilities and duties:
 - Monitor Health & Wellness programs
 - Liaison to medical examinations
 - Source of information to members
 - Review compliance with medical exam program

The following are classifications for Duty Status:

Class "A" (Interior Qualified) This is the unrestricted status for firefighters to use SCBA during interior firefighting operations upon completion of their medical exam. This does not confer approval in lieu of completing FIT testing.

Class "B" (Exterior Qualified) This is a restricted status that allows a firefighter to respond to an incident and participate with the department without the use of SCBA. This status may be further restricted by use of specific limitations such as the amount of weight that may be lifted or use of adaptive tools that must be used during firematic duties.

Class "C" (Non-Responding) This is a restricted status that allows a firefighter to participate with the department in activities of the department without responding to the incident. This is often referred to as honorary or social membership.

Fire Police This designation is for firefighters that will only be functioning with the duties of Fire Police in Exterior operations.

Limitations This is a specific restriction that may be used to limit activity that is likely to injure the firefighter or others. This may also be used to identify medical conditions that may require the attention of a treating physician who may be asked to evaluate the firefighter further before the limitation may be omitted.

Driver This is a certification made upon completion of the DOT medical exam.

This District requires that all members responding to any incident have a yearly medical examination by the district's physician and remain in compliance within a 30 day grace period.

Members with outdated medical exams will be asked to return their gear.

Members may not use their personal physician to complete the district's exam.

Members will inform the Medical Officer or Chief if a new illness, injury, or medical condition develops since the last district exam if it would reasonably affect the performance of one's firematic duties. The Medical Officer or Chief may ask the member to get clearance from the district's physician before returning to active duty.

It is the member's responsibility to cooperate with the medical examinations including:

- Completely and honestly answering questions both on the OSHA Respiratory Questionnaire and during the medical exam.
- Following up with one's own physician for diagnosis, tests, treatment, medication, and related medical care if there are problems found during the districts medical exam.
- Consenting to the Districts Health and Wellness programs including allowing non-HIPAA restricted medical information to be used by the district's officers and medical staff.
- Respecting the privacy of medical information of other members at all times and regarding any illness as one's own private matter.
- This district is both smoke and drug free. This district will help any member with these addictions.
- Members acknowledge that any new illness, injury, or medical condition that may reasonably affect the performance of one's firematic duties must be reported to the Medical Officer or Chief before continuing firematic duties.