

ESCAMBIA COUNTY FIRE-RESCUE

Standard Operating Guidelines

1205.045

Medical Physical

Implemented: 12/15/20

Revised:

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Paul Williams, Fire Chief

PURPOSE:

To ensure that all ECFR personnel are medically fit for duty and identify potential health issues by receiving an annual medical physical

OBJECTIVE:

To provide a consistent method for all personnel, applicants, and members to receive an annual NFPA or appropriate medical physical

SCOPE:

All Personnel

PROCEDURE

Candidates shall be medically evaluated and certified by the fire department physician or clinic. Medical evaluations shall consider the risk and the functions associated with the individual's duties and responsibilities.

Fire Suppression Personnel (certified and trainee) / NFPA 1582 physical
Medical Responders / Standard EMS physical
Driver Operators / DOT physical

It shall be the responsibility of each member to schedule and complete their annual medical physical during their birth month. Members are encouraged to contact the Escambia County Employee's Clinic 30 to 60 days prior to the expiration of their current physical.

The clinic will notify the personnel 24 to 48 hours prior to their appointment as a reminder.

Candidates and members who will engage in fire suppression and/or fire suppression training shall meet the medical requirements specified in NFPA 1582, *Standard on Medical Requirements for Fire Fighters*, prior to being medically certified for duty by the fire department designated physician.

All members who engage in fire suppression shall be medically evaluated periodically as specified by NFPA 1582, *Standard on Medical Requirements for Fire Fighters*, on at least an annual basis, and before being reassigned to emergency duties after debilitating illnesses or injuries. Members who have not met the medical evaluation requirements shall not be permitted to engage in fire suppression. Where medical evaluations are conducted by a physician other than the fire department designated physician, the evaluation shall be subject to review and shall be approved by the fire department designated physician.

Members returning from light or modified duty, injury or illness shall refer to ECFR SOG 1110.032 for additional direction and appropriate forms.

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The medical evaluation shall be at no cost to the candidate, current firefighter, or other members requiring a physical.

It shall be the duty of the member concerned to take any remedial actions or any treatment recommended by the examining physician. Problems arising in connection with the remedial measures shall be resolved by a committee composed of an individual designated from the health and safety office, Human Resources designee, and a representative of Escambia County Professional Firefighters Local 4131 for career or a representative of Escambia County Firefighters Association for volunteer members. A majority vote by the committee will be the prevailing factor for the recommendation to the Fire Chief.

If a member, after being scheduled for his/her physical, fails to keep his/her appointment, the member may be subject to disciplinary action. Failure to pass the physical as determined by the department's designated medical physician and where no remedial action is taken as stated above will subject the member to termination. The clinic will attempt to contact the member for failure to show and reschedule their appointment.

Rescheduling an appointment for an annual medical physical does not constitute a failure to complete the annual medical physical. Members who must reschedule their annual medical physical appointment shall email their assigned lieutenant (career), Battalion Chief (career), or their District Chief (volunteer) and the training division including the new date, time, and reason for the reschedule.

If personnel experience a problem scheduling an annual medical physical that member shall immediately email their assigned lieutenant (career), Battalion Chief (career), or their District Chief (volunteer) and the training division. Delays due to the facility being booked up, understaffed, waiting on equipment to be maintained or repaired, etc. does not constitute a violation by the ECFR member to complete the medical physical.

Career members, exceeding 30 days past due, with no history of failing to keep past appointments or tardiness will be given a verbal warning. Failure to keep the rescheduled appointment will result in the career member utilizing their leave until they successfully complete and pass their medical physical. An appointment must be scheduled immediately after notification of being past due. If the member does not have adequate leave, they will be placed on LWOP.

Volunteer members, exceeding 30 days past due, with no history of failing to keep past appointments or tardiness will be given a verbal warning. Failure to keep the rescheduled appointment will result in the volunteer member being placed out-of-service until they successfully complete and pass their medical physical. An appointment must be scheduled immediately after notification of being past due.

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Career members, exceeding 30 days past due, with a history of failing to keep past appointments or tardiness will be given a written reprimand. The career member will immediately begin utilizing their leave until they successfully complete and pass their medical physical. An appointment must be scheduled immediately after notification of being past due. If the member does not have adequate leave, they will be placed on LWOP.

Volunteer members, exceeding 30 days past due, with a history of failing to keep past appointments or tardiness will be given a written reprimand. The volunteer member will immediately be placed out-of-service until they successfully complete and pass their medical physical. An appointment must be scheduled immediately after notification of being past due.

Career members, exceeding 60 days past due and no scheduled physical will be given a 2-shift suspension and upon completing the suspension will immediately utilize their leave until they successfully complete and pass their medical physical. If the member does not have adequate leave, they will be placed on LWOP.

Volunteer members, exceeding 60 days past due and no scheduled physical will be ineligible for stipend and will immediately be placed out-of-service until they successfully complete and pass their medical physical.

Career members, exceeding 90 days past due, with a history of failing to keep past appointments and/or tardiness or failure to complete the required annual physical will be terminated.

Volunteer members, exceeding 90 days past due, with a history of failing to keep past appointments and/or tardiness or failure to complete the required annual physical will be terminated.

Any member who is unable to complete their physical by their annual due date based on a light or modified duty status that prohibits their ability to complete the medical physical shall complete a medical physical within 30 days of being released, or sooner if required by the fire department physician, of being released from light or modified duty. Failure to complete the medical physical within 30 days or as directed by the fire department physician of being released for full duty shall follow the above referenced guidelines.

Any member refusing to complete an annual medical physical shall have disciplinary action taken and be processed for termination. Any member abusing the system by being placed on extended LWOP or out-of-service status shall be disciplined up to and including termination.