

Grand Forks Fire Department

Standard Operating Procedures

SOP# 406.01	Section Occupational Safety and Health	Title Fitness for Duty
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I. Scope

This standard shall apply to all employees required to engage in emergency operations. It was promulgated to:

- A. Evaluate the medical and physical fitness and ability of employees engaged in emergency operations.
- B. Certify that employees engaged in emergency operations are medically and physically fit and able to perform their duties.

II. Medical Evaluation

- A. All employees assigned to emergency operations duty shall be annually certified as meeting the medical requirements of the Presumptive Bill Medical Requirements for Firefighters in order to retain their rights under the Workman's Comp Presumptive Bill.
- B. The medical evaluation shall minimally consist of:
 - 1. An interval medical history.
 - 2. An interval occupational history, including significant exposures.
 - 3. Height and weight.
 - 4. Blood pressure.
 - 5. Hearing evaluation
 - 6. Pulmonary Function Test
 - 7. Comprehensive blood tests

- C. The annual medical examination shall be conducted as follows:
1. 1-10 years of service, every 5 years
 2. 11-20 years of service, every 3 years
 3. 21 years of service and over, annually
- D. Any employee who is not certified as meeting the medical requirements of the Presumptive Bill; shall be re-evaluated by a physician as required. The physician shall recommend to the member a proper course of action for the member.
- E. If any employee is unable to return to full duty within 12 months of being evaluated, the member shall be reevaluated and a decision made regarding the members options concerning his/her health and well-being.
- F. If an employee has an acute illness or other condition that prevents him from being evaluated at his normally scheduled time, the evaluation shall be postponed until he has sufficiently recovered.
- G. Any employee who has been absent from duty for a medical condition, injury, or other reason that may affect his performance may be required by the Fire Chief to be certified fit for duty by a physician.

III. Physical Fitness

- A. Each employee assigned to emergency operations shall maintain his/her personal physical fitness levels.
- B. All employees should participate in a physical fitness activity during their assigned workout period whenever time allows. To assist in this process, a variety of physical conditioning equipment shall be provided at each station.

IV. Annual Physical Performance Evaluation

Note: The following is a recommended annual physical performance evaluation that may be used by the employee as an optional measure of fitness.

- A. Each member may be evaluated and certified annually as meeting the department's minimum physical performance requirements.
- B. The annual evaluation may be scheduled and conducted by the wellness officer during a set period each year.
- C. The evaluation may consist of passing the department's entry-level physical ability test, except that the test may be conducted while the member is wearing full structural protective clothing.

- D. Members who fail to meet the minimum physical performance requirements may be placed in a rehabilitation program, not to exceed 120 days, to facilitate their progress in attaining the minimum level of performance required.
- E. If after 120 days a member is still unable to meet the minimum physical performance requirements, he shall be assigned to other duties by the Fire Chief. The member shall then have 12 months to attain the required level. If he/she is still unable to attain the minimum required level, his/her options with the department will be evaluated.