

East Lake Tarpon Special Fire Control District

	<i>SOP 123 Employee Physical</i>	
	Implementation Date: 11/2000	Revision Date(s): 05/26/2009
		Reviewed Date(s):
	Forms or Attachments: None	

Candidates shall be medically evaluated and certified by the fire department physician. Medical evaluations shall take into account the risks and the functions associated with the individual's duties and responsibilities.

Candidates and employees who will engage in fire suppression 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 physician.

All employees 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. Employees 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 physician, the evaluation shall be subject to review and shall be approved by the fire department physician.

The medical evaluation shall be at no cost to the candidate, current fire fighter, or other employee.

Employees who are under the influence of alcohol or drugs shall not participate in any fire department operations or other duties (NFPA 1500 8-1, 1997).

It shall be the duty of the employee concerned to take any remedial or any treatment recommended by the examining physician. Problems arising in connection with the remedial measures shall be resolved by a committee composed of the Training Officer, EMS Coordinator, East Lake Union Local 1158 representative and at the request of the employee, a representative of his/her choosing. The representative for the employee will not have a vote in the course of action recommended to

the Fire Chief. A majority vote by the Committee will be the prevailing factor for the recommendation to the Fire Chief.

If an employee, after being scheduled for his physical, fails to keep his appointment, the employee may be subject to disciplinary action. Failure to pass the physical as determined by the department medical physician and where no remedial action is taken as stated above may subject the employee to termination.

Upon return from a working fire, the employer or employee may request a physical examination by the department physician to insure the employee is stable and capable of returning to work. This right may be rescinded on an individual basis if repeatedly abused by an employee.