

WEST SAND LAKE FIRE DISTRICT #1

Physical Capabilities Guideline

Revised Date: February 24, 2021

PURPOSE: Following this Guideline will ensure that all participants in an emergency operation can perform their tasks as safely and efficiently as possible.

SCOPE: This Guideline applies to all Line Officers and Members who respond to the scene of an emergency, including Interior Firefighters, Exterior Firefighters, Apparatus Operators, Fire Police, and Emergency Medical Providers.

AUTHORITY: This Policy/Guideline is established by the Board of Fire Commissioners of the West Sand Lake Fire District #1. Administration of this Guideline is the responsibility of the Chief.

GUIDELINE:

1. Firefighting is an endeavor that, at times, can be physically and mentally demanding. Our members respond to incidents that can take place over a period of many hours, often in extreme weather conditions. Members who participate in firefighting activities must be physically capable of performing any task to which they may be assigned. These tasks may involve some or all of the following, often at the same time, and must be accomplished in a safe manner:
 - a. Wearing heavy, heat-retaining, protective gear.
 - b. Wearing and using self-contained breathing apparatus (SCBA).
 - c. Carrying tools, equipment, supplies and hose.
 - d. Walking over significant distances.
 - e. Ascending and descending terrain, stairs, ladders, or apparatus.
 - f. Standing, squatting, or kneeling for extended periods of time.
 - g. Crawling on hands and knees, while carrying hose or other tools.
 - h. Dragging of tools, equipment, hose, or victims through a scene.
 - i. Adequate vision and hearing to allow the Firefighter to receive information and follow instructions.
 - j. Refer to NFPA Standard 1901 for specific information.

2. The Chief shall compile a list of physical tasks that are required of Members who perform specific roles, such as:
 - a. Interior Firefighter
 - b. Exterior Firefighter
 - c. Apparatus Operator
 - d. Fire Police
 - e. Emergency Medical Provider (EMT/First Responder)
 - f. Safety Officer
3. Members who desire to participate in any of the above roles shall submit to an annual physical examination, in conformance with established Fire District Policy.
4. The Chief may, at his or her sole discretion, require that a Member demonstrate his or her capability to perform a specific task or tasks before assigning the member to a particular role.
5. Based on the results of the Member's physical, and any additional evaluations requested by the Chief, the Member shall be placed in one of the following statuses:
 - a. Full Duty – The Member is approved to respond to any emergency and to perform all tasks that are reasonably expected of a firefighter in the Member's intended role.
 - b. Light Duty – The Member is unable to perform the listed tasks in a safe manner and is not permitted to respond to the scene of emergencies. The Member may be allowed to perform certain administrative and maintenance tasks while at the Fire Station.
 - c. Not Cleared for Duty – The Member is not authorized to respond to emergencies and shall perform no tasks on Fire District property while an emergency call is in progress, unless specifically authorized by the Chief.
6. Members who have been assigned a status of "Full Duty" may participate in drills and training sessions without restrictions.
7. Members who are classified as "Light Duty" or "Not Cleared for Duty" shall only participate in training sessions that are classroom-based or online.
8. If a Member sustains an injury, contracts an illness, or undergoes a medical procedure that changes his or her physical capability, the Chief shall be

empowered to change the Member's status, or restrict the Member from performing certain roles, on a temporary or permanent basis.

9. Members who believe that a change in their physical condition warrants a change in duty status shall inform the Chief of this situation as soon as possible.
 - a. Any illness or injury occurring during an emergency response or on property owned by the Fire District shall be reported immediately to a Line Officer and shall be documented in an appropriate manner.
 - b. If the illness or injury results in a Workers' Compensation claim, the Fire District and Member shall observe the terms of the Fire District's insurance policy, and the Member's status shall be modified accordingly.
10. The Chief may, at his discretion, require that the Member submit documentation, signed by a medical provider, of the Member's physical condition, a list of task(s) that the Member is unable to perform and, if available, a projected date to which the member can return to Full Duty.
 - a. Use of the "Doctor's Release for Work (Appendix A) is preferred.
 - b. Other documentation, if deemed to be sufficient by the Chief, may also be accepted.
 - c. Any financial costs involved in securing this documentation incurred by the Member may be reimbursed by the District, subject to pre-approval by the Board.
11. Upon completion of recovery, the Chief shall determine the Member's fitness to return to their previous duty status and/or roles.
 - a. The Member shall submit any documentation of their condition if requested by the Chief.
12. While on Light Duty status, the following provisions shall apply:
 - a. The member shall not respond to any incident scene.
 - b. The Member shall not operate a District-owned vehicle at any time.
 - c. The member may travel to the station, without the use of a blue identification light, and may perform certain tasks as authorized by the Chief, including, but not limited to, the following:
 - i. Operating the radio equipment in the apparatus bay
 - ii. General Office Tasks: Filing, Phone and Radio Assignment
 - iii. Computer Related Work and Correspondence

- iv. Public Education (Verbal Presentations only)
- v. Making refreshments for extended calls
- vii. Attendance and participation at meetings and other Fire Company activities

ENFORCEMENT: The determination of a Member’s duty status is the exclusive purview of the Chief. Any Member who undertakes a task that is not included in this policy, or otherwise approved by the Chief shall be subject to disciplinary action.

REVISION HISTORY:

| Date | Action | Author |
|------------|------------------------|------------------|
| 02/03/2021 | Original Draft | Policy Committee |
| 03/16/2021 | Added Revision History | Deutsch |
| 03/16/2021 | Final Draft | Deutsch |
| 03/18/2021 | Approval | BOFC |
| 02/01/2023 | NEXT REVIEW DATE | |

Appendix A

DOCTORS RELEASE FOR WORK

I certify _____ was injured on ___/___/____. I have received a copy of the employee's job description including the written physical requirements.

As of ___ / ___ / ____, the employee is cleared for the following:

Regular Duty

Not Cleared for Duty

I certify the above employee can perform the described duties as follows:

- Without any restrictions (100%)
- With restrictions of:
 - 1. No climbing
 - 2. No prolonged standing or walking
 - 3. No bending or stooping
 - 4. Work at ground level only (firm footing)
 - 5. One-handed work only
 - 6. One-handed work mainly
 - 7. Sitting down work only
 - 8. No work around moving machinery
 - 9. Weight lifting restrictions
 - 0 to 15 pounds
 - 15 to 35 pounds
 - 35 to 50 pounds
 - 10. Medication – While on prescribed medication, employee should not engage in any type of hazardous activity.
 - 11. Other _____

Estimated period of restriction for regular work:

Next scheduled examination:

Comments:

Certified by:

Signature Print

Medical Facility _____

Address _____
Street Number City State Zip