

Purpose: This policy establishes the procedures for imposing, documenting and monitoring restrictions placed on Active CTFD members with respect to firefighting activities.

Administration: The Fire Chief, Assistant Fire Chief and Deputy Chief of Health and Safety will have joint responsibility for administration of this policy within the scope of their job descriptions.

Definitions:

Active CTFD member: Any member meeting the requirements set forth in Policy 2.15 Active/Junior Active Status.

Firefighting Activities: Activities including training, service details, public relations and public education details and emergency response while acting under the auspices of the CTFD, as well as any activities involving CTFD apparatus and equipment or occurring on properties owned or leased by the CTFD.

Health Impediment: Any temporary or permanent injury, illness or other health condition which does or may impair the ability of a CTFD member to safely and/or effectively carry out any or all firefighting duties as set forth in CTFD job description(s) under which the member is expected to function.

Verbal Report: Notification of a health impediment made in person or via telephone or text message.

Written Report: Notification of a health impediment made in writing utilizing the 10.8A Health Restrictions and Reporting Form; the written report must be accompanied by any documentation from a physician indicated on the Health Impediment Report Form.

Policy:

Reporting a Health Impediment

- It is the responsibility of all Active CTFD members to report any and all health impediments to the Deputy Chief of Health and Safety or, in his/her absence, the Fire Chief or Assistant Fire Chief within 24 hours of the health impediment becoming known to the member.
- Report of a health impediment shall be made in the following form:
 - Verbal report of a health impediment may be made if the health impediment is reasonably expected to affect the member for a period of 72 hours or less within any consecutive 30 day timeframe.
 - Written report of a health impediment shall be made if the health impediment is reasonably expected to affect the member for a period of more than 72 hours within any consecutive 30 day timeframe.
- Upon receipt of a verbal or written report of a health impediment, the Deputy Chief of Health and Safety shall determine the type of duty restrictions dictated by the health impediment and the initial duration of restricted duty. When provided, physician recommendations for type and duration of restriction(s) should be considered the minimum restriction(s) to be imposed. Restriction type and duration shall be conveyed to the following personnel in the following way(s):
 - The member under duty restriction: written memo
 - Fire Chief and Assistant Fire Chief: copy of the member notification memo
 - All Deputy Chiefs and Captains: via email, telephone, text message, or in person

Suspected or Unreported Health Impediment

- It is the responsibility of any CTFD officer who becomes aware of or suspects health impediment(s) suffered by a CTFD member to do the following:
 - Inform the member believed to have a health impediment of his/her responsibility to report, as set forth in this policy.
 - Contact the Deputy Chief of Health and Safety or, in his/her absence, the Assistant Fire Chief within 24 hours of the health impediment(s) becoming known or suspected to verify the member has made a report as instructed.
- Failure to properly report health impediment(s) by any Active CTFD member constitutes an offense under Policy 14.1 Disciplinary Policy and Procedures.

Guidelines for Determining Duty Restrictions

- Duty restrictions due to health impediment(s) shall be selected to ensure the affected member is not assigned to or allowed to perform duties which would adversely affect the safety of CTFD personnel and/or the integrity and effectiveness of CTFD operations.
- Inability to perform any core functions set forth in any CTFD job description due to health impediment shall be considered inability to perform all functions set forth in that CTFD job description.
- Duty restrictions may include:
 - Suspension from Interior Firefighter duties
 - Suspension from Exterior Firefighter duties
 - Suspension from Driver/Operator duties for one, multiple, or all types of CTFD apparatus
 - Restriction to administrative/station duty only
 - General suspension from all duty

Physician Involvement

- Any written notification of health impediment(s) also requires accompanying physician recommendations for restricted activity.
 - Any member may be placed on any type of duty restrictions pending written physician recommendations at the discretion of the Fire Chief, Assistant Fire Chief or Deputy Chief of Health and Safety.
 - If the member is unable to obtain written recommendations for duty restrictions from a physician of his/her choice, CTFD reserves the right to assign the member to be evaluated by a physician of the CTFD's choice, at CTFD expense, for the purpose of securing written the required physician recommendations.
- Duty restrictions imposed based on written physician recommendations shall remain in place for a period of time no less than that recommended by the physician, if any, or until such time as written clearance for duty is obtained from a physician.

References:

Policy 2.15 Active/Junior Active Status
Policy 14.1 Disciplinary Policy and Procedures
10.8A Health Restrictions and Reporting Form