



Procedures

Date: 10/2012

Fit For Duty

I. Purpose

Red Oak Fire Rescue recognizes that the health, safety, and wellness of its firefighters are of the utmost importance to the organization. The creation of the Red Oak Fire Rescue Wellness/Fitness program demonstrates the department's commitment to its workforce. The Wellness/Fitness program will strive to increase firefighters' physical performance levels while encouraging each member to embrace the ideas of personal wellness and fitness, leading to a healthy and productive career and retirement.

The Wellness/Fitness program medical examination will focus on the early detection of life-threatening injuries and illnesses, the timely referral for treatment of the discovered condition, and the return of the firefighter back to work as soon as possible.

II. Background

When compared to the general population, firefighters suffer disproportionately higher rates of heart attacks and cancers. A Change was needed, a program that provided for the firefighters general well being.

The **Wellness-Fitness Initiative** (WFI) was developed. The WFI shifts the focus of fire departments to improving the quality of life for its firefighters. This in turn provides better service to the citizens of Red Oak by ensuring its firefighters are in peak physical health.

Medical examinations, fitness maintenance and assessments, rehabilitation, behavioral health, **and** data collection make up the five components of the WFI. ROFR Wellness/Fitness Program incorporates these five components.



Procedures

Date: 10/2012

III. Policy

- A. All personnel will participate in this program.
- B. The ROFR Wellness/Fitness Program is the core program that will provide medical examinations and fitness assessments to all uniformed employees.
- C. Medical examinations and procedures set by the Wellness/Fitness Program physician or staff will be performed on duty.
- D. Medical examinations will be job-related and the content will be determined with guidance from the **IAFF/IAFC Joint Labor Management Wellness-Fitness Initiative** and NFPA 1582. Fitness assessments will be consistent with the WFI and the existing ROFR fitness assessment program.
- E. Medical data will be collected during the medical exams in accordance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Information collected during the medical exams may be shared in a collective and anonymous format with the International Association of Fire Fighters' Office of Health and Safety. This data will be used to demonstrate, and ultimately to mitigate, the epidemiology of firefighters. It may also be utilized to improve safety and prevention techniques.

Neither physician nor ROFR staff will share a participant's medical information with any other member of ROFR.

IV. Procedure

1) Medical Examinations

- A. A fitness assessment will be conducted annually for all members.
- B. The Wellness/Fitness Program coordinator will schedule all medical examinations in coordination with the Chief officer.
- C. All Examination will be scheduled during shift hours.
- D. Any shift personnel that has taken a leave of absence that require short or



Procedures

Date: 10/2012

long term disability leave must be cleared by the fit for duty evaluation board. (See Section V)

2) Cooper Physical Fitness Assessment

- A. A Fitness assessment will be conducted annually for all members.
- B. The Wellness/Fitness Program coordinator will schedule all assessments in coordination with the Chief Officer.
- C. All assessments will be scheduled during shift hours.
- D. Assessment will be consistent with that of the Cooper Institute Physical Fitness Assessment, and conducted by certified personnel of their program.
- E. Personnel unable to meet department standard will be issued a program / goal in an attempt to improve their performance. (Goal will not exceed 10% increase in total reps performed.)
- F. Department Standards (Shift Personnel)

<i>Exercise</i>	<i>Reps / Time</i>
Push-ups	30
Sit-ups	30
1.5 mile run	14:00

G. Department Standards (Administration)

<i>Exercise</i>	<i>Reps / Time</i>
Push-ups	20
Sit-ups	14
1.5 mile run	20:00

3) Physical Agility Testing (PAT)

- A. (PAT) will be administered to all new hires, new reserves, and shall be administered to all Part Time & Full department members on an annual basis.
- B. The course is completed as soon as the victim's feet cross the finish line.



Procedures

Date: 10/2012

C. Completion of the PAT is required: Failure would be if a member is unable to complete testing or is required a stoppage in excess of 10 seconds.

- *After completions of PAT candidate/new hires will be given appropriate recovery time, then must climb the Aerial (Q-181). Event is not timed but completion is required.*

Candidate Attire: *Issues PT attire, athletic shoes, Weight vest*

1st task- Hose Hoist: Two sections of hose of 2.5 hose will be hoisted to the ceiling (Approx. 25 feet) through uses of pre assembled pulley system and returned to the ground by hand over hand controlled decent. During hoist candidate must remain inside designated box (36 inches). If candidate steps out of the box he/she will be given one warning-“You stepped out of the box this is your warning, stepping out again will result in a failure”

2nd Couple and Drag: 3 sections of 3 inch hose will be laid out coupling-to- coupling, candidate must start at cone proceed to the first coupling were he/she will couple the sections together and so on till all sections are coupled, candidate will then proceed to the end of the hose were it will be advanced 25 feet to the designated area (cone) then return to the opposite end of the hose were he/she will advance the hose back to the original starting point.

3rd Hose Stack: 6 sections of 3 inch hose will be stacked in 2 stacked on a table, all sections must be removed to the floor then be returned to the table.

4th Keiser sled: Candidate will advance sled until proctor indicates completion, (3 feet) force-able entry tool should be placed on the step prior to moving on to the next station.

5th Charged drag: Candidate will advance a charged 2.5 inch hose 75 feet



Procedures

Date: 10/2012

6th Victim Drag: Candidate will move victim from point A to B (60 feet)

V. PAT corrective plan of action- Inability to complete the PAT / Cooper Physical Fitness Assessment within SOG parameters, will result in the following.

- A. Meet with the Wellness coordinator to address, identify and develop a corrective plan of action.
- B. Reevaluate PAT in 90 days, if unsuccessful reference step C.
- C. Additional medical exam with department physician to determine if employee is fit for duty. If cleared for reassessment reference step D
- D. Meet with the Wellness coordinator to address, identify and develop a corrective plan of action.
- E. Reevaluate PAT in 90 days, if unsuccessful reference step F.
- F. Fit for duty Evaluation board. (members consisting of:)
 - 1) Department Physician
 - 2) Chief Officers
 - 3) Shift Officer
 - 4) Wellness Coordinator

PRIDE/COMMITMENT/DEDICATION