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| ***REPLACE WITH YOUR MASTHEAD*** |
| **VFIS logo black JPG** | **SOG Title:** |
| **SOG Number:** |
| **Original Date:** | **Revision Date:** |
| **ABC Fire Department General Operating Guideline** |

**Medical Requirement Policy**

***This is a sample of a standard operating guideline (SOG) on this topic. You should review the content, modify as appropriate for your organization, have it reviewed by your leadership team and if appropriate your legal counsel. Once adopted, make sure the SOG is communicated to members, implemented and performance monitored for effective implementation.***

**Purpose:**

To continue to comply with the Occupational Safety and Health Administration regulations regarding fire department operations, \_\_\_\_\_\_\_\_\_\_\_\_ Fire Department has adopted NFPA Standard 1582, Medical Requirements for Firefighters as its qualifying factors for membership.

**Procedure:**

This NFPA standard indicates minimum medical requirements for qualification for potential members and periodic evaluations to assure present members are medically capable of performing fire fighting functions. This standard will be implemented for 9-1-1 members including members performing emergency medical services and for return to duty evaluations.

The \_\_\_\_\_\_\_\_\_\_\_\_ Fire Department will provide potential members with assistance in scheduling a date and time with the medical facility selected by this department for the initial medical evaluation. The agency will notify present members by mail, email, or telephone to contact the facility to schedule a date and time for periodic medical evaluations as required by this policy.

It is expected that all potential and present members will comply with this policy by cooperating, participating and providing complete medical information, including conditions that may impede or interfere with required duties to the facility performing the medical evaluations. The cost of all medical evaluations will be the responsibility of the \_\_\_\_\_\_\_\_\_\_\_\_ Fire Department.

To conform to this standard, the medical facility will be required to observe the following:

1. Provide a licensed physician or physician assistant in medicine or osteopathy, qualified to provide professional expertise in the areas of occupational medicine as relevant to emergency services. In addition, the awareness of the physical and physiological demands placed upon firefighters and the environments in which firefighters perform functions.

2. The medical professional performing the evaluation shall determine the presence of any medical condition listed in this policy.

3. If a member has an evaluation performed by a private physician, the evaluation shall be reviewed and approved by the medical facility selected by the fire department.

The medical facility selected shall be: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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This policy will become effective as of:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_-

Medical Evaluation Performance Terms: Medical evaluations shall be performed according to the following requirements:

1. Pre-Qualification for Membership

A. The candidate shall satisfy the medical requirements as stated in this policy prior to participating in training, performing fire fighting operations or emergency medical service functions.

B. The candidate shall be evaluated to assess the effects of medical conditions on the ability to perform as a firefighter.

C. A candidate shall not be certified as meeting the medical requirements of this policy if the medical evaluator determines the candidate has any Category A medical conditions as specified in this policy.

1. A candidate shall not be certified as meeting the medical requirements of this policy if the medical evaluator determines the candidate has any Category B medical conditions as specified in this policy, to the extent to prevent the candidate from performing, with or without reasonable accommodation, the essential duties of a firefighter without posing significant risk to the safety and health of the candidate or others.
2. The determination of reasonable accommodation shall be made by the fire chief in conjunction with the medical facility.
3. If a candidate presents with an acute medical problem or a recently acquired chronic medical condition that interferes with the ability to perform fire fighting functions, a medical certificate shall be deferred until the candidate has recovered from the condition and the medical facility has performed an evaluation.

2. Periodic Medical Evaluation of Present Members

A. Current members shall be annually certified by the medical facility as meeting the medical requirements as outlined in this policy to determine the firefighters capability to continue performing fire fighting functions. This is in addition to the medical evaluation that shall be performed according to the member’s age.

B. The components outlined in the next section may be permitted to be performed by qualified personnel as authorized by the medical facility. The medical facility shall then review the information collected during the evaluation.

C. The annual medical evaluation shall consist of the following:

1. An interval medical history.

2. An interval occupational history, including significant exposures.

3. Height and weight.

4. Blood pressure.

D. Present members shall be medically evaluated according to the following schedule:

 1. Ages 29 and under — every 3 years.

 2. Ages 30 to 39— every 2 years.

 3. Ages 40 and above — every year.

E. The medical evaluation shall consist of the following components:

 1. Vital signs 9. Dermatological system

 2. Ears, nose, mouth and throat 10. Cardiovascular system

 3. Respiratory system 11. Gastrointestinal system

 4. Genitourinary system 12. Endocrine and metabolic systems

 5. Musculoskeletal system 13. Neurological system

 6. Audiometry 14. Pulmonary function testing

 7. Visual acuity and peripheral vision testing 15. Laboratory testing, if indicated

 8. Diagnostic testing, if indicated 16. Electrocardiography, if indicated

F. Current members shall not be certified as meeting medical requirements of this policy if the medical facility determines any of the following:

1. The member has any Category A medical conditions in the following sections

2. Parts B through F of the Pre-Qualification section are also applicable here

Category A and Category B Medical Conditions.

NFPA Standard 1582 contains specific medical conditions that may prevent members from performing fire fighting functions. Dependent of the human anatomy and the medical condition, these are divided into two categories. The categories are defined as follows:

Category A — a medical condition that would preclude a person from performing as a firefighter in a training or emergency operational environment by presenting a. significant risk to the safety and health of the person or others.

Category B — a medical condition that, based on its severity or degree, could preclude a person from performing as a firefighter in a training or emergency operational environment by presenting as significant risk to the safety and health to the person or others.

Anatomy, Categories and Medical Conditions.

1. Head

 a. Category A: None

 b. Category B:

1. Deformities of the skull such as depressions or exostoses

2. Deformities of the skull associated with evidence of disease of the brain, spinal cord, or peripheral nerves

3. Loss or congenital absence of the bony substance of the skull

4. Any other head conditions that results in a person not being able to perform as a firefighter

2. Neck

a. Category A: None

b. Category B:

1. Thoracic outlet syndrome

2. Congenital cysts, chronic draining fistulas, or similar lesions

3. Contraction of neck muscles

4. Any other neck condition that results in a person not being able to perform as a firefighter

3. Eyes and Vision

a. Category A:

1. Far visual acuity. Far visual acuity shall be at least 20/30 binocular corrected with contact lenses or spectacles. Far visual acuity uncorrected shall be at least 20/100 binocular lense wearers of hard contact or spectacles. Successful long-term soft contact lens wearers shall not be subject to the uncorrected criterion.

2. Peripheral vision. Visual field performance without correction shall be 140 degrees in the horizontal meridian of each eye.

b. Category B:

1. Diseases of the eye such as neuritis

2. Ophthalmological procedures detachment

3. Any other eye conditions that fighter

4. Ears and Hearing

a. Category A: None

b. Category B:

 1. Hearing deficit in the pure tone thresholds in the unaided worst ear:

EITHER -

Greater than 25 dB in three of the four frequencies

a. 500 Hz

b. 1000Hz

c. 200Hz

d. 3000Hz

OR-

Greater than 30 dB in any one of the three frequencies

a. 500Hz

b. 1000Hz

c. 2000Hz

AND-

An average greater than 30 dB for the four frequencies

a. 500Hz

b. 1000Hz

c. 2000 Hz

d. 3000Hz

2. Atresia, severe stenosis or tumor of the auditory canal

3. Severe external otis

4. Severe agenesis or traumatic deformity of the auricle

5. Severe niastoiditis or surgical detbrmity of the mastoid

6. Menier’s syndrome or labyrinthitis

7. Otitis media

8. Any other ear condition that results in a person not being able to perform as a firefighter and results in a person not being able to pass a job-specific functional hearing task test or hearing in noise test.

5. Dental

a. Category A: None

b. Category B:

1. Diseases of the jaw or associated tissues

2. Orthodontic appliances

3. Oral tissues, extensive loss

4. Relationship between the mandible and maxilla that precludes satisfactory postorthodontic replacement or ability to use protective equipment

5. Any other dental condition that results in a person not being able to perform as a firefighter

6. Nose, Oropharynx, Trachea, Esophagus and Larynx

a. Category A:

1. Tracheostomy

2. Aphonia

3. Mosmia

b. Category B:

1. Congenital or acquired deformity

2. Allergic respiratory disorder

3. Sinusitis, recurrent

4. Dysphonia

5. Any other nose, oropharynx, trachea, esophagus, or larynx condition that results in a person not being to perform as a firefighter

7. Lungs and Chest Wall.

a. Category A

1. Active hemoptysis

2. Emphysema

3. Current pneumonia

4. Pulmonary hypertension

5. Active tuberculosis

6. Infectious diseases of the lungs or pleural space

b. Category B:

1. Pulmonary resectional surgery, chest wall surgery, pneumothorax

2. Fibrothorax, chest wall deformity, diaphragm abnormalities

3. Chronic obstructive airways disease

4. Hypoxemic disorders

5. Interstitial lung disease

6. Pulmonary vascular diseases, pulmonary embolism

7. Bronchiectasis

8. Heart.

a. Category A:

1. Current angina pectoris

2. Left bundle branch block or second degree Type II atrioventricular block

3. Current heart failure

4. Acute pericarditis, endocarditis, or myocarditis

5. Recurrent syncope

6. Automatic implantable defibrillator

b. Category B:

1. Significant vascular lesions of the heart, including prosthetic devices

2. Coronary artery disease, including history of myocardial infarction, coronary bypass surgery, or coronary angioplasty and similar procedures

3. Atrial tachycardia, flutter, or fibrillation

4. Ventricular tachycardia

5. Hypertrophy of the heart

6. Recurrent paroxysmal tachycardia

7. History of congenital deformity

8. Chronic pericarditis, endocarditis, myocarditis

9. Cardiac pacemaker

10. Coronary artery vasospasm

11. Any other cardiac conditions that results in a person not being able to perform as a firefighter

9. Vascular System.

a. Category A: None

b. Category B:

1. Hypertension

2. Peripheral vascular disease such as Raynaud’s phenomenon

3. Recurrent thrombophlebitis

4. Chronic lymphedema due to lymphadenopathy or severe venous valvular incompetency

5. Congenital or acquired lesions of the aorta or major vessels

6. Marked circulatory instability as indicated by orthostatic hypotension, persistent tachycardia, and severe peripheral vasomotor disturbances

7. Aneurysm of the heart or other major vessels

8. Any other vascular conditions that result in a person not being able to perform as a firefighter

10. Abdominal Organs and Gastrointestinal System

a. Category A:

1. Chronic active hepatitis.

b. Category B:

1. Cholecystitis

2. Gastritis

3. Hemorrhoids

4. Acute hepatitis

5. Hernia

6. Inflammatory bowel disease

7. Intestinal obstruction

8. Pancreatitis

9. Bowel resection

10. Gastrointestinal ulcer

11. Hepatic or biliary cirrhosis

11. Genitourinary System Reproductive

a. Category A: None

b. Category B:

I. Pregnancy, for its term

2. Dysmenorrhea

3. Endometriosis, ovarian cysts, or other gynecological conditions

4. Testicular or epididymal mass

5. Any other condition that results in a person not being able to perform as a firefighter

12. Genitourinary System — Urinary System

a. Category A: None

b. Category B:

1. Diseases of the kidney

2. Diseases of the ureter, bladder, or prostrate

3. Any other urinary condition that results in a person, not being able to function as a firefighter

13. Spine, Scapulae, Ribs, and Sacroiliac Joints

a. Category A: None

b. Category B:

1. Arthritis

2. ‘Structural abnormality, fracture, or dislocation

3. Nucleus pulposus, herniation of or history of laminectomy

4. Any other spinal conditions that results in a person not being able to perform as a firefighter

14. Extremities

a- Category A: None

b. Category B:

1. Limitation of motion of a joint

2. Amputation or deformity of a joint or limb

3. Dislocation of a joint

4. Joint reconstruction, ligamentous instability, or joint replacement

5. Chronic osteoarthritis or traumatic arthritis

6. Inflammatory arthritis

7. Any other extremity conditions that results in a person not being able to perform as a firefighter

15. Neurological Disorders

a. Category A:

1. Ataxias of heredo-degenerative type

2. Cerebral arteriosclerosis as evidenced by documented episodes of neurological impairment

3. Multiple sclerosis with activity or evidence of progression within previous three years

4. Progressive muscular dystrophy or atrophy

5. All epileptic conditions to include simple partial, complex partial, generalized or psychomotor seizure disorders other than those with complete control during previous five years, normal neurological examination and a definitive statement from a qualified neurological specialist.

*NOTE: If a change is made in the medical regimen that has provided a five year seizure free interval of an epileptic firefighter, that individual shall not be cleared for return to fire fighting duty until the individual has completed five years without a seizure on the new regimen.*

b. Category B:

1. Congenital malformations

2. Migraine

3. Clinical disorders with paresis, paralysis, difficulty with coordination, deformity, abnormal motor activity, abnormality of sensation, or complaint of pain

4. Subarachnoid or intracerebral hemorrhage

5. Abnormalities from recent head injury such as severe cerebral contusion or concussion

6. My other neurological condition that results in a person not being able to perform as a firefighter

16. Skin

a. Category A: None

b. Category B:

1. Acne or inflammatory skin disease

2. Eczema

3. Any other dermatological condition that results in a person not being able to perform as a firefighter

17. Blood and Blood Forming Organs

a. Category A:

1. Hemorrhagic states requiring replacement therapy

2. Sickle cell disease (homozygous)

b. Category B:

1. Anemia

2. Leukopenia

3. Polycythemia Vera

4. Splenomegaly

5. History of thromboembollc disease

6. My other hematological condition that results in a person not being able to perform as a firefighter

18. Endocrine and Metabolic Disorders

a. Category A:

1. Diabetes mellitus, which is treated with insulin or an oral hypoglycemic agent and where an individual has a history of one or more of incapacitating hypoglycemia

b. Category B:

1. Diseases of the adrenal gland, pituitary gland, parathyroid gland, or thyroid gland of clinical significance

2. Nutritional deficiency disease or metabolic disorder

3. Diabetes mellitus requiring treatment with insulin or oral hypoglycemic agent without a history of incapacitating hypoglycemia.

4. Any other endocrine conditions that results in a person not being able to function as a firefighter

19. Systemic Diseases and Miscellaneous Conditions

a. Category A: None

b. Category B:

1. Connective tissue disease, such as dermatomyosis, lupus erythematosus, sclerodema, and rheumatoid arthritis

2. Residuals from past thermal injuries

3. Documented evidence of a predisposition to heat stress ‘with recurrent episodes or resulting residual injury

4. My other systemic condition that results in a person not being able to perform as a firefighter

20. Tumors and Malignant Diseases

a. Category A: None

b. Category B:

1. Malignant disease which is newly diagnosed, untreated, or currently being treated. Candidates shall be subject to the provisions of the Pre-Qualification (F) section of this policy

2. Treated malignant disease shall be evaluated based on that person’s current physical condition and on the likelihood of the disease to recur of progress.

3. My other tumor or similar condition that results in a person not being able to function as a firefighter

21. Psychiatric Conditions.

a. Category A -None.

b. Category B:

1. History of psychiatric condition or substance abuse problem candidates and current members shall be evaluated based on that individual’s current condition

2. Any other psychiatric conditions that result in a person not being able to perform as a firefighter

22. Chemicals, Drugs, and Medications

a. Category A: None

b. Category B:

1. Shall include the use of the following:

- Anticoagulant agents

- Cardiovascular agents

- Narcotics

- Sedative-hypnotics

- Stimulants

- Psychoactive agents

- Steroids

2. Any other chemical, drug or medication intake that results in a person not being able to perform as a firefighter

Summary: This medical requirement policy is designed to permit for a safe environment at emergency incidents for all persons involved. It is not intended to discriminate or be prejudicial of persons who may have medical conditions that are classified under Categories A or B. This policy complies with the Americans with Disabilities Act and all other relevant federal laws. In conclusion, this policy was written following the NFPA Standard 1582, *Medical Requirements for Firefighters.* If any questions regarding clarity, explanation, or description arise, please refer to the Appendixes that can be found in the standard.

***This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your organization’s needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm or damage to personnel, property and the general public. For additional information on this topic, contact your VFIS Risk Control representative.***

**References:**

West Redding (CT) VFD – GOG 3-S-301 Developed/Revised/Reviewed by VFIS ETC