

POLICY - 3.1.2 - POST INJURY/MEDICAL RETURN
SCOPE - ALL PERSONNEL

It must be acknowledged that the very nature of activities and the associated environments surrounding normal duties of an emergency service provider present unique hazards to personnel under the best of circumstances. The District recognizes this and has a well established commitment to provide as safe a work environment as possible for all personnel. This commitment is extended to include circumstances where an employee or volunteer has sustained an injury that requires the attention of a physician or other health care provider, has an injury which results in the loss of time at work, has undergone a surgical procedure, or has some other medical condition, illness or disease, regardless of whether that condition was initiated through actions associated with the District or elsewhere.

Whenever an individual falls into one of the above categories, the District has a distinct need to gain assurance that the individual is well enough to perform the type of duty required of a firefighter. To accomplish this, the individual shall provide to the District written notification by the health care provider of any limitations associated with the condition and whether it is reasonable for the individual to be involved in firefighting duties. This release requirement is extended to all personnel. It is not limited to only those individuals whose primary duty is firefighting.

The District may enter into a mutual agreement with the individual describing temporary duties which are appropriate for the type of injury, illness or medical condition.