

SPOKANE COUNTY FIRE DISTRICT 8

Standard Operating Procedures

20.01.01 MEDICAL SCREENING/ HEALTH ASSESSMENT



Adopted: 12/20/16
Reviewed: 11/01/18
Revised: 00/00/00

Approved:

A handwritten signature in black ink, appearing to read 'Tony Hicken', is written over a horizontal line.

Purpose: To ensure that members are fit to perform the essential functions of their job. It is the member's responsibility to maintain his/her fitness level. The District has exercise equipment available for use by members; they should check with their supervisor for access information.

References: N/A

Procedure:

1. Pre-Employment Examinations.

- a) Offers of employment are contingent upon the satisfactory completion of a medical examination (where required) which will be conducted by a physician the District designates and which may include, but is not necessarily limited to, alcohol and drug screenings. Pre-employment examinations are conducted only after an offer of employment has been extended.

2. Fit-for-Duty.

- a) The District expects that all members shall report to work *fit-for-duty* – that is, able to complete all assigned duties and essential functions of the job. If a member is unable to work due to sickness or injury, he/she is expected to notify the District according to Division expectations. If a member is absent from work for an extended period of time for a medical reason, the District may require post-employment examinations. The District will make every effort to assist members in returning to work after an injury or illness. If a member is able to work but unable to complete all job duties due to work restrictions, light duty assignments may be available. The member, or someone on their behalf, are expected to maintain contact with the District regarding projected return-to-work dates and job restrictions

3. Employment Examinations.

- a) The District may require, when appropriate, that a member have their physician provide information regarding the member's fitness for work. In addition, the District may require and pay for medical examinations by a physician designated by the District, including alcohol and drug screenings, to determine a member's fitness for duty. These examinations will be conducted at times the District specifies. The District shall only require examinations by a physician designated by the District in a case

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where the District has a reasonable and articulate suspicion that the member is physically or mentally unable to perform their job duties.