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**Table 6-8
NFPA 1582. Standard on Medical Requirements for Fire Fighters
- Minimum Requirements Applicable to Fairfax County OHSP -**

MEDICAL PROCESS

Medical Evaluation Process

- The fire department shall establish and implement a medical evaluation process for candidates and current fire fighters.
- The medical evaluation process shall include preplacement medical evaluations, periodic medical evaluations, and return-to-duty evaluations.
- Each candidate or current fire fighter shall cooperate, participate, and comply with the medical evaluation process and shall provide complete and accurate information to the fire department physician.
- Each candidate or current fire fighter shall, on a timely basis, report to the fire department physician any exposure or medical condition that could interfere with the ability of the individual to perform as a fire fighter.

Fire Department Physician

- The fire department physician shall: be a licensed doctor of medicine or osteopathy; be qualified to provide professional expertise in the areas of occupational safety and health as they relate to emergency services; understand the physiological and psychological demands placed on fire fighters; understand the environmental conditions under which fire fighters must perform; and evaluate individuals to ascertain the presence of any medical condition(s) listed in this standard.
- When medical evaluations are conducted by a physician other than the fire department physician, the evaluation shall be reviewed and approved by the fire department physician.

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Preplacement Medical Evaluation

- The candidate shall: be certified by the fire department physician as meeting the medical requirements of this standard prior to entering into a training program to become a fire fighter or performing in an emergency operational environment as a fire fighter; be evaluated according to the medical requirements of this standard to assess the effect of medical conditions on the candidate's ability to perform as a fire fighter.
- The candidate shall not: be certified as meeting the medical requirements of this standard if the fire department physician determines the candidate has any Category A medical condition specified in this standard; be certified as meeting the medical requirements of this standard if the physician determines the candidate has a Category B medical condition specified in this standard of sufficient severity to prevent him/her from performing with or without reasonable accommodation, the essential functions of a fire fighter without posing a significant risk to the safety and health of the candidate or others. Determination of reasonable accommodation shall be made by the authority having jurisdiction in conjunction with the fire department physician.

Periodic Medical Evaluation

- Incumbents shall be annually certified by the fire department physician as meeting the medical requirements of this standard.
- The components of the medical evaluation specified in this standard may be performed by qualified personnel as authorized by the fire department physician. The fire department physician shall review the data gathered during the evaluation.
- The annual medical evaluation shall include: interval medical history; interval occupational history, including significant exposures; height and weight; blood pressure.
- The annual medical evaluation shall include a medical examination according to the following schedule: ages 29 and under = every 3 years; 30-39 = every 2 years; 40 and above = every year.

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- Minimum Requirements Applicable to Fairfax County OHSP -****Periodic Medical Evaluation** (Continued)

- The medical examination shall include: vital signs (pulse, respiration, blood pressure and, if indicated, temperature); dermatological system; ears, nose, throat and mouth; cardiovascular system; respiratory system; gastrointestinal system; genitourinary system; endocrine and metabolic systems; musculoskeletal system; neurological system; audiometry; visual acuity and peripheral vision testing; pulmonary function testing; laboratory testing, if indicated; diagnostic imaging, if indicated; electrocardiography, if indicated.
- An incumbent shall not: be certified as meeting the medical requirements of this standard if the fire department physician determines the candidate has any Category A medical condition specified in this standard; be certified as meeting the medical requirements of this standard if the physician determines the candidate has a Category B medical condition specified in this standard of sufficient severity to prevent him/her from performing with or without reasonable accommodation, the essential functions of a fire fighter without posing a significant risk to the safety and health of the candidate or others. Determination of reasonable accommodation shall be made by the authority having jurisdiction in conjunction with the fire department physician.

Return-to-Duty Medical Evaluation

- An incumbent who has been absent from duty for a medical condition of a nature or duration that could affect performance as a fire fighter shall be evaluated by the fire department physician before returning to duty.
- The fire department physician shall not: medically certify the incumbent for return to duty if any Category A medical condition specified in this standard is present; medically certify an incumbent for return to duty if any Category B medical condition specified in this standard is present that is determined severe enough to affect the fire fighter's performance. The fire department physician, in conjunction with the authority having jurisdiction, shall take into account the fire fighter's current duty assignment and alternative duty assignments or other programs that would allow the incumbent to gradually return to full duty.

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Medical Evaluation Records, Results, Reporting , and Confidentiality

- All medical information collected as part of a medical evaluation shall be considered confidential medical information and shall be released by the fire department physician only with the specific written consent of the candidate or current fire fighter.
- The fire department physician shall report the results of the medical evaluation to the candidate or current fire fighter, including and medical condition(s) disclosed during the medical evaluation and the recommendation as to whether the candidate or current fire fighter is medically certified to perform as a fire fighter.
- The fire department physician shall inform the fire department only as to whether or not the candidate or current fire fighter is medically certified to perform as a fire fighter. The specific written consent of the candidate or current fire fighter shall be required to release confidential medical information to the fire department.