

Return to Work

Purpose:

Lehi Fire Department values the health and safety of its employees. This guideline is to render guidance to those members sick or injured in returning to an on-duty status.

Responsibility:

1. **Members**: It is the returning member's responsibility to submit all return to duty documents prior to returning to duty. All return to duty documents must be submitted to the duty chief.
2. **Department**: Provide for medical evaluations of sick or injured members prior to returning to on- duty status.
3. **Duty Chief**: Ensure that all return to duty documents are completed prior to giving return to duty approval.

Definition:

Fire Department Physician: The licensed doctor of medicine or osteopathy designated to provide professional expertise in the areas of occupational safety and health as they relate to emergency services personnel.

Medically Certified: A determination by the fire department physician that the candidate or current member meets the medical requirements of NFPA 1582 1-4.19

Return to Duty: To return to duty in an operational assignment.

Return to Work: To return to work in a modified assignment.

Policy:

Personnel returning from a period of sick leave exceeding 7 calendar days (*Lehi Personnel Policies and Procedures*) or that has been absent from duty for a medical condition of a nature or duration that could affect performance, must present a medical certification form completed by either the individual's personal doctor or the appointed fire department physician to the duty chief. The duty chief will forward a copy of the form to the Executive Office Assistant for filing purposes.

Prior to returning to an operational assignment, all medical certifications must be reviewed and approved by the department physician.

The department will comply with NFPA 1582 - *Standard on Medical Requirement for Firefighters*, and OSHA Standard 29 CFR 1910.134 Respiratory Protection. Human Resources' Risk Manager may assign an independent caseworker to monitor an injured individual's recovery.

Procedures:

Members must submit a completed Return to Duty Medical Evaluation Form from their treating physician to the duty chief. The duty chief will forward the form to the Executive Office Assistant for filing. For operational personnel not treated by the department appointed physician, the duty chief will forward the form to the department appointed physician for review to determine if the completed evaluation form is sufficient or further testing and/or evaluation is required.

When the department physician does not concur with the individual's personal physician as to the physical status of the individual, the individual will not return to duty without written release by the department's physician.

Prior to a member returning to duty, a caseworker assigned by Human Resources Risk Manager may request a reevaluation.

References:

NFPA 1582 Medical Requirements for Firefighters & Fire Department Physicians

Lehi City Policies & Procedures

NFPA 1582 2-5.1 A member who has been absent from duty for a medical condition of a nature or duration that could affect performance will be evaluated by the fire department physician before returning to duty.