

EL DORADO COUNTY FIRE PROTECTION DISTRICT

POLICY TITLE: Return to Work

POLICY NUMBER: 2295

2295.01

Purpose:

To protect personnel from sustaining further harm when performing duty, after having been absent as a result from illness or injury.

2295.11

Definition of an Injury:

An injury is defined as any illness or injury occurring either on duty or off duty as defined in NFPA Standard 1582 "Medical Requirements for Firefighters" 1992 Edition.

2295.12

Medical Release:

A medical release shall be submitted to the Administrative Office at least 24 hours prior to an employee's next scheduled shift trade, regular duty day or overtime shift.

Release shall be submitted from the qualified medical profession treating the injury or illness.

Release to work must be in writing, in prescription form or on the qualified medical professional's letterhead.

2295.13

Fit for Work:

Shall comply with the NFPA, 1582, 1992 Edition. "Return to Duty Medical Examination, **2-5 Return to Duty Medical Evaluation.**"

Functional Capacity Evaluation:

At such time an injured worker is released to duty by his/her treating physician and prior to Administrative Release, the injured worker shall be referred to a Functional Capacity Evaluation. The evaluation shall effectively and objectively assist in measuring the physical capability the injured worker has in meeting the essential functions of the position to which he/she has been released.

The District shall refer the injured worker to either NovaCare in Cameron Park or to Pringle Consulting. Those injured workers referred to Pringle Consulting shall be referred based on one or more of the following thresholds:

1. Surgical intervention
2. Multi-body part injuries
3. Spine/disc injuries
4. Candidates for vocational rehabilitation
5. Referred by treating physician
6. Deemed medically appropriate by the District

2295.14

Administrative Release

In addition to the Medical Release, and prior to official return to duty, all personnel must receive administrative clearance to return to work.

Administrative Release constitutes an inspection of the employee's injury file to confirm that all necessary documentation has been received.

District reserves the right, at the District's expense, to refer the employee to the District's occupational health provider in order to confirm the medical release.

2295.15

Personnel Defined

Any individual identified within the District's Personnel Roster, excluding Explorers and Cadets.