

RESTRICTED WORK

A. Purpose:

To establish a guideline that defines task capabilities for members/employees that are injured or ill due to personal or work-related situations.

B. Scope:

This guideline applies to all volunteer and paid positions within the PVFA/PFD. The fire chief is responsible for enforcing this guideline.

C. Background:

Members may be subjected to personal or work-related injuries or illnesses that require restricted work duties allowing the individual to contribute without further exposure. There is some subjectivity related to the enforcement of this guideline due to the varied nature of tasks associated with the specific position. Members of the Command Staff shall be used as an advisory group providing a recommendation to the fire chief as soon as feasible upon PFD notification of the individual's situation.

D. Member Guidance:

All active members including Rehab Team shall inform a member of the Command Staff as soon as possible of any injuries or illnesses that may cause task exposures to injuries. Personal contact, documents or email may be used in communicating the details of the injury/illness. Any hospitalization or surgery will automatically place the individual as inactive until physician releases to full or restricted capabilities.

E. Examples of Injuries/Illnesses:

1. A laceration of an extremity may preclude mobility or interference with PPE.
2. A broken bone may reduce mobility.
3. Health issues may preclude active task performance or affect judgment.
4. Muscle strains/sprains/tears may preclude mobility.
5. Pain or injury of the cervical system may preclude all active participation.

F. Restricted Capabilities:

After the member informs a member of the Command Staff, the fire chief will consult with certain Command Staff members to develop an individual specific description of

the affected member's capability to remain as an active member during rehabilitation time.

G. Return to Full Active Status:

The member must provide a written doctor's release to return to full active status. In some cases, the physician may provide additional guidance for reduced work activities that may be modified to fit the profile.

All related documents and recommendations shall be placed in personnel files.