



Scarborough Fire Department

Scarborough, Maine



Standard Operating Guidelines

Book:	Organization
Chapter:	Personnel, Policies & Procedures
Subject:	1344 - Health & Wellness Program
Revision Date:	03/15/2012
Approved by:	<i>B. Michael Thurlow</i>

PURPOSE

To establish a comprehensive program of health promotion activities that may help reduce mental stress, physical injuries, and promote firefighter wellness.

POLICY

The Scarborough Fire Department has implemented a health and wellness program created by combining physical examinations, medical assessment questionnaires, fitness programs, and behavioral modification and general health education classes.

SCOPE

Being able to perform at peak level when called upon is an important element in the fire service. The health and wellness of a fire fighter can affect that level of performance. Statistics indicate that approximately half of the fire fighter line of duty deaths are the result of heart attacks. A health and wellness program that incorporates a fitness component is vital to assure a fit and healthy workforce and it will assist individual employees develop a holistic wellness approach for achieving a healthy heart and overall good health.

PROGRAM

- A. Regular confidential medical assessments are provided by the department's occupational medical provider, at department expense based on NFPA 1582. They include:
 - a. Pre-employment physical examinations
 - b. Annual physical exams for Haz Mat Team Technicians
 - c. Physical exams for fire fighters over age 40 as required based on a physician's review of an annual medical questionnaire
 - d. Physical exams for fire fighters age 35-39 as required based on a physician's review of a bi-annual medical questionnaire
 - e. Physical exams for fire fighters up to age 34 as required based on a physician's review of a medical questionnaire every 5 years
 - f. All members will be granted the opportunity to speak with the physician about their medical evaluation, if requested.

- g. Any member not required to have a physical exam in sections a-e above may request one on an annual basis through the Fire Chief's office.
- h. Members must report any signs or symptoms related to their ability to use SCBA such as shortness of breath, dizziness, and chest pains or wheezing to the Fire Chief's office immediately.

B. Fitness program

- a. The department has instituted a low impact, core strength, cardiovascular exercise program that is a voluntary, on-duty program designed to improve individual physical condition and endurance primarily with elliptical machines, treadmills and a band and ball program. The department has also instituted an advanced exercise program which utilizes kettle bells and ropes with certain conditions and supervision due to the increased risk of injury if not used properly. These exercise programs are a high priority for improving wellness and overall good health.
- b. Member's proof of physical capability will be predetermined by the Department Physician using the Department's respiratory protection plan medical assessment.
- c. The department's safety officer or a fitness coordinator will provide an assessment of each participant's level of fitness to determine the correct exercise plan. This assessment will become a baseline for evaluating progress, to set goals, and to keep members motivated. All sessions of advanced exercising will be done in a supervised setting unless the employee has demonstrated the correct form and has been signed off by a fitness coordinator on kettle bell exercises.
- d. Members must be trained before using any of the approved exercise equipment. Advanced exercise participants must demonstrate the following skills to a fitness coordinator before training without supervision: One and two handed swings, Turkish getup, snatch, high pull and tactical lunge kettle bell exercises.
- e. On duty personnel, once approved may participate in the basic machine, band and ball program or supervised kettle bell training. Personnel, once signed off by a fitness coordinator, may participate alone or as a fitness supervisor in the advanced exercise program.
- f. On duty personnel participating in the exercise program may be covered by Workers Compensation insurance should an injury occur during exercise as outlined in this policy.
- g. The exercise program shall use only department approved equipment.
- h. Warm up exercises are required before workouts with equipment to reduce the chance of injury
- i. On duty personnel may exercise for a maximum of 30 continuous minutes on each normally assigned shift.
- j. Any member who breaks or damages equipment, or who notices broken or damaged equipment must report this condition to a supervisor.
- k. All companies and personnel will remain in service while exercising.
- l. Station pagers and radios shall be utilized to ensure all personnel are alerted for response calls.

- C. Firefighter education classes may include:
 - a. Health risks
 - b. Nutrition
 - c. Fitness
 - d. Back care and injury prevention
 - e. Wellness topics, supplements, stress management, and other pertinent subjects.

- D. Behavioral modification information will be provided including but not limited to:
 - a. Preexisting health conditions that heighten risks to cardiovascular health
 - b. Hypertension and cholesterol reduction
 - c. Diet modification components
 - d. Smoking cessation
 - e. Stress management
 - f. Fitness
 - g. Diabetes Mellitus
 - h. Obesity
 - i. Sedentary lifestyle

- E. The program will be evaluated for effectiveness
 - a. Based on questionnaires/surveys from class attendees
 - b. Individual fitness assessments of personnel participating in the program to progress to the next exercise level.

RESPONSIBILITY

It is the responsibility of all Scarborough Fire Department members participating in this health & wellness program to adhere to this policy.

REFERENCES

- A. NFPA 1500
- B. NFPA 1582
- C. NFPA 1583