FELTON FIRE PROTECTION DISTRICT

STANDARD OPERATING PROCEDURES

ARTICLE: I SOP: 1405

SECTION: 1400 GENERAL ORDERS

SUBJECT: RETURN TO WORK POLICY

Purpose: Protect all District personnel from further harm and injury when performing duty tasks after having been absent as a result of illness or injury.

Scope: All Personnel

Procedure:

1. Definition: An injury or illness occurring either while performing duties for the fire district or non-fire district related illness or injury resulting in the treating physician removing and/or restricting the fire fighter from performing the essential functions of their tasks.
2. If the injury and/or illness occurred while performing the duties of a Felton fire fighter, the illness and/or injury will be covered by the Fire District’s Workers Compensation plan. The fire fighter must immediately notify the officer in charge of the illness and/or injury. The officer will see to it that the fire fighter is treated appropriately for the illness or injury sustained. Workers Compensation forms will be submitted by behalf of the fire fighter.
3. The Fire District’s Workers Compensation plan has a “Return to Work Policy”. This policy will provide the guidance and documentation necessary to assure the fire fighter returns to work healthy.
4. If the illness and/or injury is sustained while the fire fighter is not involved in a fire district activity, the fire fighter will have their treating physician sign an Arduous Duty/Physician Release form. This form, signed by the treating physician states the fire fighter is physically able to perform the duties and task of a fire fighter.
5. Without an Arduous Duty/Physician Release form, the fire fighter will not be allowed to participate in any fire district activities.
6. If a volunteer fire fighter becomes ill or is injured at their place of employment and as a result is not allowed to work where they are employed, the fire fighter will not be permitted to participate in any fire district activities until the time they are cleared to return to their employment.

Revised 9/4/18