

## **Oswego Town Fire District Medical Leave Policy**

1. All firefighters injured in the line of duty shall be immediately placed on medical leave until approved for return to full duty by the district physician. The district physician may require consultation with the firefighter's attending physician in order to certify his/her return to duty. Return to duty must be in a full firematic status as either Class 1 – Interior, Class 2 – Exterior, or Class 3 firefighter which would include fire police. Provisions of “light or limited duty” are set forth below.
2. Firefighters injured NOT in the line of duty may request medical leave based on submission of a note, from their attending physician, that they are not capable of performing the normal duties of a firefighter. Firefighters out on disability from their employer are REQUIRED to notify the chief of their status. Firefighters on disability, from either a work related injury or a line of duty related injury, are on medical leave until released by both their personal physician and the department physician.
3. Firefighters who are on medical leave may not participate in the following:
  - a. Emergency alarms
  - b. Work details, Drills/Training
  - d. Parades, athletic events
  - e. Operate, drive, or ride in district vehicles except to funerals and permitted drills or classes
4. Firefighters on medical leave may, providing they submit written authorization from their attending physician or district physician clearing them for “light duty”, participate in the following:
  - a. Attend department related meetings
  - b. Take advantage of all house privileges
  - c. Participate in social affairs such as installation dinner, holiday gatherings, etc.
  - d. Funerals
  - e. Drills, such as classroom work not involving physical exertion.
5. All members on medical leave from a line of duty injury are required to attend physicals to be performed by either the district's insurance carrier or the district's physician.
6. Failure or refusal of a firefighter to attend any physical directed by either the district's insurance carrier or the district itself may result in disciplinary action.
7. Firefighters on medical leave, whether for line of duty injury or outside circumstances, shall be considered members in good standing for purposes of department voting and may be nominated for office in the fire department provided their medical leave terminates prior to the effective date of the individual taking the office to which he/she has been nominated or elected.
8. Members on disability from the fire department or from their personal employer are hereby notified that they risk loss of disability coverage and/or other insurances from their employer if they are involved with any fire department activities unless they have been given a minimum “light duty” clearance from their personal and/or department doctor.
9. Member requesting to come back to active status must submit department medical evaluation form indicating that they have been cleared by their personal physician to come back to active status. The attached form will then be forwarded to the department physician for their evaluation. The department physician may require an additional examination.