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**FIRE SERVICES MEDICAL CLEARANCE FORM**

Parkland County is committed to transparency and safety in our recruitment process. This form is intended to support physicians in evaluating whether a candidate is medically fit to safely perform the essential duties of a firefighter. We aim to ensure both the candidate, and the physician have a clear understanding of the physical and psychological demands associated with this role.

The purpose of this medical evaluation is to confirm that the individual named below is medically fit to undertake firefighting activities. For further information or clarification, please contact Parkland County Fire Services at XXX-XXX-XXXX.

The essential job functions of a firefighter (see attached) are based on *NFPA 1582 – Standard on Comprehensive Occupational Medical Program for Fire Departments*. These functions apply to both career and paid-on-call firefighters and serve as the foundation for assessing medical suitability for this position.

Firefighting is widely recognized as one of the most physically and mentally demanding occupations. Research consistently highlights the critical importance of maintaining high levels of mental resilience and physical fitness to perform safely and effectively in the fire rescue service. Firefighters are routinely exposed to long hours, shift work, periods of high intense physical exertion, high-stress situations, strong emotional involvement, and exposure to human suffering, placing this profession among the most stressful occupations in the workforce.

Based on your medical evaluation, please complete the Medical Clearance section that follows. This information will assist Parkland County Fire Services in determining the candidate’s suitability for firefighting duties. Your professional assessment is greatly appreciated and will be treated with the utmost confidentiality.

**Important Notes:**

1. All information provided on this form will be treated as private and confidential, in accordance with the *Alberta Protection of Privacy Act (POPA).*
2. **Do not provide a diagnosis** — we are requesting a fitness-for-duty determination only.

# SECTION 1: CANDIDATE INFORMATION

|  |  |  |  |
| --- | --- | --- | --- |
| Full Name: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Phone Number: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Date of Birth: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ MM/DD/YYYY | Address: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

# SECTION 2: MEDICAL EVALUATION SUMMARY

In accordance with NFPA 1582 – Standard on Comprehensive Occupational Medical Program for Fire Departments, the medical evaluation should assist in determining whether the candidate is medically fit to perform essential firefighter duties.

Based on your clinical judgment, the evaluation may include, but is not limited to:

* Review of medical history
* Physical examination
* Pulmonary function assessment
* Cardiovascular evaluation
* Musculoskeletal screening
* Mental wellness or behavioural screening, if clinically appropriate

# SECTION 3: NFPA 1582 MEDICAL CLEARANCE DETERMINATION

In accordance with NFPA 1582, this assessment is based on your clinical judgment of the candidate’s ability to safely perform the essential job functions of a firefighter. Please provide only a fitness-for-duty determination. No diagnosis or personal medical details are required or requested.

Please indicate one of the following:

**Medically Cleared for Full Firefighter Duties**

The candidate is medically fit to safely perform the full range of essential firefighter duties as outlined in the position requirements and NFPA 1582.

**Medically Cleared with Restrictions**

The candidate is medically fit for duty with the following restrictions:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Not Medically Cleared for Firefighter Duties**

The candidate is not medically fit to safely perform the essential duties of a firefighter at this time.

# SECTION 4: PHYSICIAN ACKNOWLEDGMENT

I, the undersigned, am a licensed medical practitioner in the Province of Alberta. I have reviewed the firefighter position requirements and confirm that this report reflects my medical opinion regarding the candidate’s fitness to perform the role safely.

I understand that no diagnostic or personal health information is to be disclosed, and that this assessment is for the purpose of determining fitness for duty only.

PHYSICIAN’S STAMP OR STICKER HERE:

Physician Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(PRINT NAME)

Physician Signature:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_ /\_\_\_\_\_ /\_\_\_\_\_\_

MM/DD/YYYY

**Clinic/Facility Name:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Address:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Phone:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Email:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# SECTION 5: CANDIDATE ACKNOWLEDGMENT

I acknowledge that I have been informed of the outcome of this medical evaluation by my physician, and I understand the fitness-for-duty determination provided. I understand that no personal medical information has been shared with Parkland County, and that this evaluation relates only to my ability to safely perform the duties of a firefighter.

Candidate Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_ /\_\_\_\_\_ /\_\_\_\_\_\_

MM/DD/YYYY

# APPENDIX: ESSENTIAL JOB FUNCTIONS

**NFPA 1582-5.1.1** The fire department shall evaluate the following 14 essential job tasks against the types and levels of emergency services provided to the local community by the fire department, the types of structures and occupancies comprising the community, and the configuration of the fire department to determine the essential job tasks of fire department members and candidates:

1. While wearing personal protective ensembles and self-contained breathing apparatus (SCBA), performing fire-fighting tasks (e.g., hose line operations, extensive crawling, lifting and carrying heavy objects, ventilating roofs or walls using power or hand tools, forcible entry), rescue operations, and other emergency response actions under stressful conditions including working in extremely hot or cold environments for prolonged time periods.
2. Wearing an SCBA, which includes a demand valve –type positive-pressure facepiece or HEPA filter mask, which requires the ability to tolerate increased respiratory workloads.
3. Exposure to toxic fumes, irritants, particulates, biological (infectious) and no biological hazards, and/or heated gases, despite the use of personal protective ensembles and SCBA.
4. Depending on the local jurisdiction, climbing six or more flights of stairs while wearing fire protective ensemble weighing at least 50 lb (22.6 kg) or more and carrying equipment/tools weighing an additional 20 to 40 lb (9 to 18 kg).
5. Wearing fire protective ensemble that is encapsulating and insulated, which will result in significant fluid loss that frequently progresses to clinical dehydration and can elevate core temperature to levels exceeding 102.2°F (39°C).
6. While wearing personal protective ensembles and SCBA, searching, finding, and rescue- dragging or carrying victims ranging from newborns up to adults weighing over 200 lb (90 kg) to safety despite hazardous conditions and low visibility.
7. While wearing personal protective ensembles and SCBA, advancing water-filled hose lines up to 2.5 in. (65 mm) in diameter from fire apparatus to occupancy [approximately 150 ft (50m)], which can involve negotiating multiple flights of stairs, ladders, and other obstacles.
8. While wearing personal protective ensembles and SCBA, climbing ladders, operating from heights, walking or crawling in the dark along narrow and uneven surfaces, and operating in proximity to electrical power lines and/or other hazards.
9. Unpredictable emergency requirements for prolonged periods of extreme physical exertion without benefit of warm-up, scheduled rest periods, meals, access to medication(s), or hydration.
10. Operating fire apparatus or other vehicles in an emergency mode with emergency lights and sirens.
11. Critical, time-sensitive, complex problem solving during physical exertion in stressful, hazardous environments, including hot, dark, tightly enclosed spaces, that is further aggravated by fatigue, flashing lights, sirens, and other distractions.
12. Ability to communicate (give and comprehend verbal orders) while wearing personal protective ensembles and SCBA under conditions of high background noise, poor visibility, and drenching from hose lines and/or fixed protection systems (sprinklers).
13. Functioning as an integral component of a team, where sudden incapacitation of a member can result in mission failure or in risk of injury or death to civilians or other team members.
14. Working in shifts, including during nighttime, that can extend beyond 12 hours.

# Firefighter Position Profile Tasks Include:

Firefighters are required to safely and effectively perform duties that demand high levels of strength, coordination, stamina, and mobility. These tasks include, but are not limited to:

* Carrying and operating heavy equipment such as ladders, chain saws, fire hoses, hydraulic extrication tools, and other firefighting and rescue equipment.
* Lifting, pulling, pushing, and chopping using various hand and power tools.
* Climbing stairs or ladders, crawling in confined or obstructed spaces, and working in awkward or unstable positions.
* Wearing and operating with self-contained breathing apparatus (SCBA) and full personal protective equipment (PPE).
* Driving and operating emergency vehicles and fire apparatus under emergency conditions.
* Performing medical assessments, patient treatments, and executing safe patient lifts and carries during emergency medical response.

**Environmental Factors:**

Firefighters routinely operate in high-risk environments where they may be exposed to:

* Toxic gases, airborne particulates, hazardous chemicals, and biohazards — often while wearing restrictive PPE, including turnout gear, SCBA, and HAZMAT suits.
* Wet, slippery, or damp conditions during firefighting or rescue operations.
* Extreme temperature conditions, including intense heat or cold, often for extended periods.
* Confined spaces or areas with limited visibility or restricted movement.
* Elevated heights, rooftops, ladders, or other high-angle environments.

**Stress Factors:**

Firefighters must be capable of transitioning from rest to peak physical exertion within a very short timeframe. Stressors include:

* Significant physical strain while wearing heavy PPE and performing high-demand tasks such as carrying, dragging, lifting, and climbing.
* Psychological stress from exposure to traumatic incidents, including critically injured, ill, or deceased patients.
* In smaller communities, additional emotional strain may occur when patients are personally known to the firefighter.
* Shift work, interrupted sleep, and emergency calls during nights, weekends, or extended periods without rest.

**Summary of Physical Demands:**

This position involves dynamic and unpredictable physical activity related to:

* Structural firefighting
* Pre-hospital emergency patient care
* Vehicle and technical rescue
* Extrication operations
* Confined space response
* Wildland firefighting