



City of Richmond

Report to Committee

To: Community Safety Committee

Date: May 29, 2013

From: John McGowan
Fire Chief

File: 99-Fire Rescue/2013-
Vol 01

Re: Richmond Fire-Rescue - Job Demands Analysis and Fit For Duty Drills

Staff Recommendation

That the staff report titled Richmond Fire-Rescue Job Demands Analysis and Fit For Duty Drills (dated May 29, 2013 from the Fire Chief) be received for information.

John McGowan
Fire Chief
(604-303-2734)

REPORT CONCURRENCE			
ROUTED TO:	CONCURRENCE	CONCURRENCE OF GENERAL MANAGER	
Human Resources	<input checked="" type="checkbox"/>		
REVIEWED BY DIRECTORS	INITIALS: DW	REVIEWED BY CAO	INITIALS: de

Staff Report

Origin

Richmond Fire-Rescue (RFR) identified the need to complete a job demands analysis and fit for duty drills for each of the eleven position types, including fire fighter, within the IAFF Local 1286 Collective Agreement. Funds for this initiative were approved by Council in July 2010.

Centric Health (also known as LifeMark, a Division of Centric Health), who runs the sports medicine physiotherapy clinic at the Richmond’s Olympic Oval, was hired for this project.

This report provides Council with information on this completed project.

Findings of Fact

Job demands analysis documents (JDA’s) provide detailed information for each position type within RFR including:

Firefighter	Captain, Fire Investigation/ Special Hazards	Chief Training Officer
Firefighter, Captain	Captain, Fire Protective Services	Mechanic (EVT) and Assistant Mechanic (EVT)
Training Officer	Captain Electrical Safety Inspections (Special Accommodation)	Community Relations Officer
Fire Prevention Officer	Battalion Chief	Fire and Life Safety Educator

The JDA’s address working conditions; equipment (worn and used); essential job tasks (frequency and level of effort); critical physical demands; functional mobility; and psychological/cognitive demands (including sensory and environmental). RFR’s fire fighter JDA for example is very different than those in other work groups (ie. inspectors, mechanics).

Drills were developed for each of the eleven new JDA’s that allow an employee’s fitness for duty to be tested and assessed. For example RFR’s fire fighter fit for duty drill has a strong physical focus while other positions vary in their physical requirements and focus more on their critical administrative roles. The ‘fit for duty’ drills which are based on the JDA’s, are bona fide and take into consideration National Fire Protection Association and WorkSafe BC regulations.

RFR is confident that it can holistically, effectively and consistently test and assess an employee’s fitness for duty based on their specific role.

Analysis

RFR will use the JDA’s and fit for duty drills to:

1. Effectively communicate specific job demands with health professionals responsible for managing an employee with health issues to assist with recovery;

2. Clearly understand an employee's limitations, manage their safe and timely workplace integration, long-term duty to accommodate or short-term modified return to work duties.

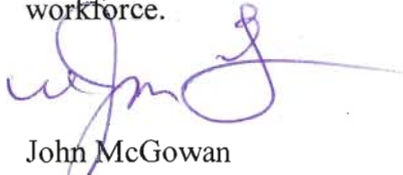
This project allowed RFR to increase clarity and understanding of specific job demands for each position type in RFR. This assists RFR in the future collection of workplace injury data, cause analysis, development of strategies to eliminate or mitigate injuries with an end outcome of potentially reducing workplace injury time and increasing workplace attendance.

Financial Impact

None

Conclusion

RFR is managing its biggest resource – its people and has, as one of its safety initiatives, focussed its efforts on the development of job specific demands analysis documentation coupled with role appropriate fit for duty drills. This supports the need for RFR to have a healthy and fit workforce.



John McGowan
Fire Chief
(604-303-2734)

SP