



RFS

RFS Health Standards for Volunteer Membership

Health Standards for Cardiovascular Conditions

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	An individual is cleared to perform their role safely where they have:	An individual is potentially cleared to perform their role safely in the following circumstances*:	An individual is NOT cleared to perform the role safely where they have:
Firefighter	No current or past evidence of Cardiovascular condition	Where an individual has or has had Ischaemic Heart Disease or related condition, including: - Heart attack, bypass surgery or open-heart surgery >6 months ago; and/or - Stent or angioplasty >3 months ago Then the individual must meet the following criteria: - Provide medical information from a Cardiologist informed of the demands of an RFS volunteer firefighting role from within the last 12 months (a report from a Cardiologist to a GP would be sufficient); This report should demonstrate: - No cardiovascular symptoms (chest pain, angina, or shortness of breath) within the last 3 months; AND - Exercise tolerance of >12 METS and Left Ventricular Ejection Fraction >60% on an Echocardiogram Stress Test; AND - Sustained lifestyle changes that positively aid their condition whereby modifiable risk factors, such as, alcohol consumption, nutrition, exercise and or weight are well controlled and compliance with treatment is certified by their treatment provider. Where an individual has or has had any other cardiovascular condition not otherwise contraindicated a Medical Assessment Form Questionnaire completed by a GP informed of the demands of an RFS volunteer firefighting role indicating their suitability for the role will be required.	Where an individual has or has had a cardiovascular condition and: - Implanted defibrillator (ICD); or, - Heart attack/bypass surgery/open heart surgery in last 6 months; or, - Cardiac stent or angioplasty in the last 3 months; or, - Ongoing symptoms of angina/chest pain; or, - Ongoing shortness of breath in the last 3 months; or, - Heart transplant; or - Any other cardiovascular condition/s where a medical officer has deemed the condition is contraindicated to the safe performance of the role
Operational support		For Operational Support roles that are likely to involve strenuous physical activity, the individual will be required to meet the same criteria as a Firefighter. For Operational Support roles that are not likely to involve strenuous physical activity, where an individual has or has had a history of or current Ischaemic Heart Disease or related condition, including: - Heart attack or bypass surgery or open-heart surgery >3 months - Stent or angioplasty >4 weeks ago; and/or - Other cardiovascular conditions not otherwise contraindicated. The individual should demonstrate: - No cardiovascular symptoms (chest pain, angina, or shortness of breath) within the last 3 months; and - Sustained lifestyle changes that positively aid their condition whereby modifiable risk factors, such as, alcohol consumption, nutrition, exercise and or weight are well controlled and compliance with treatment is certified by their treatment provider. Where an individual has or has had any other cardiovascular condition not otherwise contraindicated a Medical Assessment Form Questionnaire completed by a GP informed of the demands of an RFS volunteer operational support role indicating their suitability for the role may be required.	Where an individual has or has had a cardiovascular condition and: - Chest pain and or shortness of breath in the last 3 months; or, - Heart attack/bypass surgery in last 3 months; or, - Cardiac stent less than 4 weeks ago; or, - Ongoing angina/chest pain
Community Support	Heart attack, bypass surgery or open-heart surgery >3 months ago	Any individual with the below conditions may be required to provide a Medical Assessment Form Questionnaire completed by their GP indicating their suitability for the role:	Where an individual has or has had a cardiovascular condition and:
Brigade Administration / Junior	- Cardiac stent or angioplasty >4 weeks ago - TIA > 2 weeks ago - Stroke > 8 weeks ago.	- Heart attack or bypass procedure in the last 3 months - Cardiac stent or angioplasty <4 weeks ago - TIA <2 weeks ago - Stroke < 8 weeks ago - Any condition not otherwise cleared or contraindicated.	Ongoing chest pain / angina.

*If cleared, may also be subject to a Health Management Plan, requiring demonstration of ongoing fitness for duty



Health Standards for Respiratory Conditions

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	<i>An individual is cleared to perform their role safely where they have:</i>	<i>An individual is potentially cleared to perform their role safely in the following circumstances*:</i>	<i>An individual is NOT cleared to perform the role safely where they have:</i>
Firefighter	No current or past evidence of Respiratory conditions (incl. Asthma) or Childhood asthma with no use of reliever medication in the past three years.	An individual with a Respiratory condition (incl. Asthma) must meet the following criteria: • Provide medical information from a GP informed of the demands of a RFS volunteer firefighting role indicating the individual is fit to perform duties, based on: ▪ Spirometry within the last 6 months demonstrating: - FER or FEV1/FVC, FEV1 or FVC > LLN (Lower Limit of Normal) - </=10% change in FEV1) on pre- and post-bronchodilator spirometry • Provide evidence of an asthma management plan (if Asthmatic) • Has not required systemic corticosteroids (orally or by injection) for treatment of asthma in the last 12 months; AND • Using only a low¹ dose of inhaled corticosteroids; AND • Has not been admitted to hospital for asthma or respiratory difficulties in the past 10 years; AND • Has not presented to a GP or required paramedic/ambulance assistance for treatment of wheezing following exertion, temperature/humidity extremes and/or irritant exposure in the last 12 months. Where an individual does not meet one or more of the above criteria, consultation with a Respiratory Physician informed of the demands of a RFS volunteer firefighting role will be required and a report provided indicating the individual is fit to perform duties, based on: ▪ +/- a Bronchial Provocation Test (BPT) as indicated, and ▪ Spirometry within the last 6 months demonstrating: - FER or FEV1/FVC, FEV1 or FVC > LLN (Lower Limit of Normal) - </=10% change in FEV1) on pre- and post-bronchodilator spirometry • Confirmation that their current management is sufficient to prevent risk of bronchial hypersensitivity or a respiratory event. ¹See Appendix C for classification of inhaled corticosteroid dosage.	Where an individual has or has had a respiratory condition and: • Active haemoptysis; or, • Current empyema; or, • Pulmonary hypertension; or, • Active Tuberculosis; or, • Lung transplant; or, • Applicant has had a hospital visit for respiratory symptoms, such as wheeze, shortness of breath, and or chest tightness, within the last 2 years; or, • Respiratory symptoms, such as wheeze, shortness of breath, and or chest tightness, provoked by smoke exposure.
Operational support		Where an individual has or has had asthma and will perform an Operational Support role that is likely to be exposed to smoke-filled environments (e.g. Divisional Commander Scribe), the individual will be required to meet the criteria for Firefighting. Where an individual has or has had any other respiratory condition including COPD and will perform an Operational Support role that is likely to be exposed to strenuous physical activity, the individual will be required to meet the following criteria: ▪ Spirometry within the last 6 months demonstrating: - FER or FEV1/FVC, FEV1 or FVC > LLN (Lower Limit of Normal) - </=10% change in FEV1) on pre- and post-bronchodilator spirometry In any other circumstances the individual may be required to: For asthma: • Demonstrate good asthma control; • Show evidence of asthma management plan (developed by a GP). For other respiratory conditions: • Provide a Medical Assessment Form Questionnaire completed by their GP indicating their suitability for the role.	
Community Support	• No current or past evidence of Respiratory conditions (incl. Asthma)	Any individual with the below conditions may be required to provide a Medical Assessment Form Questionnaire completed by their GP indicating their suitability for the role: • Active haemoptysis; or, • Current empyema; or, • Pulmonary hypertension; or, • Active Tuberculosis; or, • Lung transplant; or, • Any Respiratory condition where the person has declared concerns regarding their ability to complete the role.	None
Brigade Administration / Junior	OR • Asthma; or, • Any other respiratory condition not otherwise contraindicated		

*If cleared, may also be subject to a Health Management Plan, requiring demonstration of ongoing fitness for duty



Health Standards for Diabetes

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	An individual is cleared to perform their role safely where they have:	An individual is potentially cleared to perform their role safely in the following circumstances*:	An individual is NOT cleared to perform the role safely where they have:
Firefighter	- No use of insulin for the management of diabetes; AND, - No current or past evidence of diabetic complications; AND, - No hypoglycaemic episode requiring assistance from another person to recover in the last 12 months.	Where an individual is: - Using Insulin for the management of Diabetes; AND, - Has not had a hypoglycaemic episode requiring medical intervention in the past 12 months; AND, - Has not had any diabetic complications otherwise contraindicated. Then the individual must meet the following criteria: - Demonstrate over a period of 6 months the motivation to closely monitor and control their glucose levels; AND, - HbA1c has been monitored at least every 3 months (or every 6 months if they are monitoring using a continuous glucose monitor); AND, - Daily glucose monitoring is within an acceptable range; and, - Has awareness and ability to manage hypoglycaemic episodes; AND, - No episodes of severe hypoglycaemia in the last year, with no more than two episodes in the last 3 years; AND, - Sustained lifestyle changes that positively aid their condition whereby modifiable risk factors, such as, alcohol consumption, nutrition, exercise and or weight are well controlled and compliance with treatment is certified by their treatment provider; AND, - Has the ability to manage their diabetes in emergency situations. Where the individual is 45 years or older, they will also be required to demonstrate the following: - Has demonstrated a negative cardiac stress test in the last 2 years; AND, - Has confirmation from an ophthalmologist of no retinopathy at a level of no higher than microaneurysms in the last 2 years.	Any diabetic complications including: - Kidney disease - Cardiovascular issues (e.g. Heart attack, stroke) - Eye/ear issues - Autonomic/peripheral neuropathy - Amputations - Chronic Ulcers OR Any person who has had a hypoglycaemic episode requiring medical intervention to recover in the past 12 months.
Operational support		For Operational Support roles that involve strenuous physical activity, the individual will be required to meet the same criteria as a Firefighter. For Operational Support roles not requiring strenuous physical activity, the individual will be required to meet the following criteria: - Using Insulin for the management of Diabetes; AND, - Has not had a hypoglycaemic episode requiring medical intervention in the past 12 months; AND, - Has not had any diabetic complications otherwise contraindicated. - May be required to provide a Medical Assessment Form Questionnaire completed by their GP indicating their suitability for the role which demonstrates good control of their diabetes; AND, - HbA1c has been monitored regularly; AND, - Has awareness and ability to manage hypoglycaemic episodes; AND, - No episodes of severe hypoglycaemia in the last 3 months; AND, - Sustained lifestyle changes that positively aid their condition whereby modifiable risk factors, such as, alcohol consumption, nutrition, exercise and or weight are well controlled and compliance with treatment is certified by their treatment provider.	
Community Support	Any person with diabetes who has: - No current or past evidence of diabetic complications; AND, - No hypoglycaemic episode requiring assistance from another person to recover in the last 12 weeks	Any individual with diabetes who has any diabetic complications including: - Kidney disease - Cardiovascular issues (e.g. Heart attack, stroke) - Eye/ear issues - Autonomic/peripheral neuropathy - Amputations - Chronic Ulcers - Has had hypoglycaemic episode requiring medical intervention to recover in the last 12 weeks. May require a Medical Assessment Form Questionnaire completed by their GP indicating their suitability for the role.	Hypoglycaemic episode requiring medical intervention to recover in the past 12 weeks.
Brigade Administration / Junior			

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Health Standards for Anti-Clotting Medication

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	An individual is cleared to perform their role safely where they have:	An individual is potentially cleared to perform their role safely in the following circumstances*:	An individual is NOT cleared to perform the role safely where they have:
Firefighter	- No current or past evidence of bleeding disorders OR - A medical condition managed with aspirin only (aspirin is not considered anti-coagulant medication)	Where an individual is taking any anticoagulant therapy managed with medication other than aspirin alone (e.g. Warfarin, Dabigatran, Heparin, Clexane) or single or double anti-platelet therapy (e.g. Combination of any of the following: Clovix/Iscover/Piax/Persantin/Cloplavix, or Diasp SR/Duocover/Iscover) for a heart condition/heart attack/atrial fibrillation or stroke: a Medical Assessment Form Questionnaire completed by a GP informed of the demands of an RFS volunteer firefighting role indicating their suitability for the role will be required with consideration given to the Cardiovascular Clearance Criteria. OR Where an individual is taking any anticoagulant therapy managed with medication other than aspirin alone (e.g. Warfarin, Dabigatran, Heparin, Clexane) or single or double anti-platelet therapy (e.g. Combination of any of the following: Clovix/Iscover/Piax/Persantin/Cloplavix, or Diasp SR/Duocover/Iscover) for a valvular disease, clotting disorder or other condition: a Medical Assessment Form Questionnaire completed by a GP informed of the demands of an RFS volunteer firefighting role indicating their suitability for the role will be required. NOTE: Where an individual is prescribed anticoagulant medication temporarily, any restrictions on firefighting may be reconsidered following cessation of the medication.	None
Operational support		For Operational Support roles that are considered Safety-Critical, the individual will be required to meet the same criteria as a Firefighter. OR For Operational Support roles that are not considered Safety-Critical, the individual will be required to meet the same criteria as Community Support/Brigade Administration/Junior members.	
Community Support		Where an individual is taking any Anti-coagulant therapy (other than aspirin alone) for a heart condition/heart attack/atrial fibrillation or stroke, the individual may be required to complete a Medical Assessment Form Questionnaire completed by a GP informed of the demands of the relevant RFS volunteer role indicating their suitability for the role with consideration given to the Cardiovascular Clearance Criteria. OR Where an individual is taking any Anti-coagulant therapy (other than aspirin alone) for valvular disease, clotting disorder or other condition, the individual may be required to a Medical Assessment Form Questionnaire completed by a GP informed of the demands of the relevant RFS volunteer role indicating their suitability for the role.	None
Brigade Administration / Junior			

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Health Standards for Seizures and Blackouts

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	<i>An individual is cleared to perform their role safely where they have:</i>	<i>An individual is potentially cleared to perform their role safely in the following circumstances*:</i>	<i>An individual is NOT cleared to perform the role safely where they have:</i>
Firefighter	No current or past evidence of seizures and/or blackouts	Where an individual has ever had an epileptic seizure: - The most recent seizure must have been >10 years ago; AND, - Compliance with treatment prescribed; AND, - Normal EEG from within the last 6 months OR Where an individual has had a blackout or non-epileptic seizure: - Confirmation that the seizure/blackout is not caused by epilepsy; AND, - The most recent seizure/blackout was >5 years ago. NOTE: Permittance for driving is in accordance with Austroads' "Assessing Fitness to Drive" provisions per commercial driving standards	- Any epileptic seizures within the last 10 years - Any non-epileptic seizures or blackouts within the last 5 years
Operational support		For Operational Support roles that are considered Safety-Critical, the individual will be required to meet the same criteria as a Firefighter. OR For Operational Support roles that are not considered Safety-Critical, they will be required to meet the following criteria: - Seizure-free for 12 months; AND, - May be required to complete a Medical Assessment Form Questionnaire by their GP indicating suitability for the role. NOTE: Permittance for driving is in accordance with Austroads' "Assessing Fitness to Drive" provisions per private driving standards.	
Community Support	Any person whose most recent seizure/blackout was more than 12 months ago.	Any individual who has had a seizure/blackout in the past 12 months may be required to provide a Medical Assessment Form Questionnaire completed by their GP indicating suitability for the role	None
Brigade Administration / Junior			

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Health Standards for Neurological Conditions

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	An individual is cleared to perform their role safely where they have:	An individual is potentially cleared to perform their role safely in the following circumstances*:	An individual is NOT cleared to perform the role safely where they have:
Firefighter	No current or past evidence of neurological conditions	Where an individual has: - Multiple Sclerosis; OR, - Parkinson's Disease; OR, - Head Injury (with sequelae that lasts more than 2 weeks); OR, - Any other Neurological condition not otherwise contraindicated (e.g. Motor Neurone Disease): The individual is required to meet the following conditions: - Free of significant clinical disease within the last three years; including: - No significant or progressive neurological features on medical examination; including, - muscle power, sensation, balance, coordination or vision; AND / OR - cognition, memory, judgement, or concentration; and - No medication/treatment that may impair their ability to perform essential job tasks; AND, - No symptoms that are likely be affected by the operational environment (incl. heat, stress, variable working hours); AND, - Provide a functional capacity checklist completed by a GP. Where an individual suffered from post-traumatic epilepsy resulting from a Head Injury, they will also be required to meet the following criteria: - Medical information from a Neurologist informed of the demands of an RFS volunteer firefighting role from within the last 12 months (a report from a Neurologist to a GP would be sufficient); AND, - Complete a Medical Assessment Form Questionnaire completed by a GP informed of the demands of an RFS volunteer firefighting role indicating their suitability for the role with consideration given to the Seizures/Blackouts Clearance Criteria.	- Diagnosed dementia; or, - Uncorrected aneurysm; or, - Peripheral neuropathy; or, - Any diagnosis that impairs muscle power, sensation, balance or coordination.
Operational support		For Operational Support roles considered to be Safety-Critical, the individual will need to meet the same criteria as a firefighter. For Operational Support roles not considered to be Safety-Critical, the individual will be required to meet the same criteria as Community Support/Brigade Administration/Junior members.	
Community Support	Any neurological condition which does not affect their muscle power, sensation, balance, coordination, vision, cognition, memory, judgement or concentration,	Where an individual has any of the below Neurological conditions, the individual may be required to provide a Medical Assessment Form Questionnaire indicating their suitability for the role:	Advanced dementia
Brigade Administration / Junior	OR Any other neurological condition not otherwise contraindicated	- Diagnosed dementia; OR, - Uncorrected aneurysm; OR, - Peripheral neuropathy; OR, - Any diagnosis that impairs muscle power, sensation, balance, coordination, vision, cognition, memory, judgement or concentration.	

*If cleared, may also be subject to a Health Management Plan, requiring demonstration of ongoing fitness for duty



Health Standards for Psychological/Psychiatric Conditions

	Cleared	Potentially Cleared Under Certain Parameters	Not Cleared
Role	<i>An individual is cleared to perform their role safely where they have:</i>	<i>An individual is potentially cleared to perform their role safely in the following circumstances*:</i>	<i>An individual is NOT cleared to perform the role safely where they have:</i>
Firefighter	No current or past evidence of Psychological/Psychiatric conditions	Where an individual has or has had any mental health condition not otherwise contraindicated, the individual must demonstrate the ability to meet the following criteria, through medical information provided by their health professional (e.g. GP, Counsellor, Mental health professional) informed of the demands of an RFS volunteer firefighting role: - Has not been hospitalised for their mental health condition within the last two years; AND, - Has not experienced manic episodes; AND, - Their condition does not impact their ability to work collaboratively and follow direction; AND, - Their condition is unlikely to be adversely affected by exposure to potentially traumatic events and/or high stress environments. Where an individual does not meet one or more of the above criteria, consultation with a Psychiatrist or Psychologist informed of the demands of an RFS volunteer firefighting role will be required and a report indicating the following will be required: - Effective control and management of their condition; AND, - Opinion that the role is not likely to impact the safety of the member or others; AND, - Opinion that the member can effectively undertake the functions of the role.	- Schizophrenia disorder; or, - Psychosis; or, - Dissociative disorders (e.g. Dissociative Identity Disorder, Derealisation Disorder)
Operational support		For Operational Support roles considered to be Safety-Critical, the individual must meet the same criteria as a Firefighter. For Operational Support roles not considered to be Safety-Critical, the individual may be required to provide a Medical Assessment Form Questionnaire from their health professional (e.g. GP, counsellor, mental health professional) indicating their suitability for the role.	
Community Support		Where an individual has any of the below Psychological conditions, the individual may be required to provide a Medical Assessment Form Questionnaire from their health professional (e.g. GP, counsellor, mental health professional) indicating their suitability for the role: - Schizophrenia disorder; OR, - Psychosis; OR, - Bipolar and related disorders; OR, - Dissociative disorders (e.g. Dissociative Identity Disorder, Derealisation Disorder); OR, - Hospital admission within the last 12 months; OR - Psychosis or manic episode within the last 12 months.	
Brigade Administration / Junior			

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For further information regarding the RFS Health Standards for Volunteer Membership, please contact the Health & Wellbeing team via healthy@rfs.nsw.gov.au

