Fit for Duty
Ensuring the Safety of CFA Members

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Fit for Duty
Understanding & addressing health risks on the fire ground

Our commitment to the community:
- We put the community at the centre of everything we do

Our commitment to our people:
- We provide a great place to volunteer and work
- We are a progressive emergency service

Empowered communities prepared for fires

Brigades know their people are fit and healthy to undertake their role, and operational volunteers are supported in protecting their health and wellbeing.
How many times have you seen someone on the fire ground and thought, “are they healthy enough to be here”? 
Health-related incidents on the fire ground: 2014 – 2019

- Medical
- Physical
- Psychological
OBJECTIVES

Medical: reduce medical injuries and improve individual health

Physical: reduce physical injuries by adopting a new physical standard

Psychological: reduce psychological impacts through self-awareness
Medical Component

Completion of a Medical Declaration Form

Completion of a CFA Health Check

Referral to GP if necessary

CFA Health checks

- Blood Pressure
- Weight
- Height
- O2 Saturation

- Blood Lipid Profiles
- Blood Glucose
- Resting Heart Rate
- Waist Circumference
Medical Component

Of those referred to GP

Cleared by GP
Made non-operational temporarily
Made non-operational ongoing
Remained Operational, with restrictions to role

Medical Component Outcomes

- Passed medical component
- Referred to GP as Precautionary
Medical Component

Challenges
• Too many steps involved
• Logistics for health checks
• Personal health information: privacy concerns.

Solution
Providing the option for members to visit their own GP for the medical component
Physical Component

Tanker-based Assessment

Deakin University | Bushfire CRC
ACT Rural Fire Service | NSW Rural Fire Service | NSW Forestry | Tasmania Fire Service
Physical Component

Tanker-based Assessment

99% Pass Rate
Psychological Component

Promoting Existing CFA Wellbeing Programs

1. To increase knowledge and awareness
2. To increase local-level support
3. To increase self-awareness
Psychological Component

Mental Health First Aid Training

- Education
- Awareness
- Empower local-level support
- Provision of tools and skills to help others who are struggling with a mental health crisis
Lessons Learned

Cultural
Lessons Learned

Capability
Lessons Learned

Leadership
Lessons Learned

Logistical
Lessons Learned

Financial
Where to now?