

1004.05	Health and Fitness Program Standard Operating Procedure	
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This procedure is for internal use only and does not enlarge an employee's civil liability in any way. The procedure should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this procedure, if proven, can only form the basis of a complaint by this department for non-judicial administrative action in accordance with the laws governing employee discipline.

Related Policies: Wellness Fitness Initiative 4th edition, NFPA 1583 Health Related Fitness Programs
Applicable HI Statutes:

I. PURPOSE

Firefighters face a range of physically challenging tasks, from carrying heavy equipment and hoses to climbing ladders and rescuing individuals from dangerous situations. Maintaining optimal physical fitness not only enhances a firefighter's ability to perform these tasks efficiently but also reduces the risk of injury. Moreover, a high level of fitness is crucial for enduring the rigorous training required in this profession.

A statement that should be the foundation of any fitness program is entitled, "Pursuit of Excellence."

"As individuals, we do not begin life with equal innate capacities for mental or physical achievement. Consequently, we cannot pursue excellence in physical fitness on an absolute scale; everyone should, however, strive for the highest level of fitness within the limitations of his or her own physical potential."

II. APPLICABILITY

This Policy is applicable to all Career Stations.

III. PROCEDURES

The Company Officer, on shift, shall be responsible for the application of this Policy.

1. Introduction: The Department recognizes that the state of being physically fit is more important than the precise program followed to attain fitness. Therefore, a considerable amount of individual discretion is allowed in selecting and managing fitness activities. Evidence of acceptable fitness is determined annually during mandatory medical examinations and crew minimum company standards.
2. Time Allocated: The time allocated for participation in physical fitness activities is;
 - a. 56hr employees - 1 ½ hours per shift
 * These time allocations can be exceeded at the discretion of the Company Officer or Supervisor.
3. Acceptable Activities: The Company Officer, with the approval of their Battalion Chief, regulates the type of activities pursued. It is the Company Officer's responsibility to ensure that fitness activities are consistent with guidelines presented in this manual and that they are performed in a manner that minimizes both injuries and citizen complaints.

Physical fitness programs should include activities to improve aerobic fitness, flexibility, body composition, muscular strength, and endurance. Recommended fitness programs



may include, but are not limited to, resistance training, functional training, circuit training and group fitness training.

4. Location: Companies may not leave their first-due area to participate in their physical fitness program. Crews must obtain consent from recreational facilities and/or schools prior to using them for their physical fitness program. The number of companies using the same recreation facility is at the discretion of the Battalion Chief.
5. Attire: The Physical Fitness Program is an in-service activity. Appropriate attire will be worn while participating in the Health and Fitness program. Physical Training (PT) clothing consists of shorts, shirt, and athletic shoes appropriate for the activity performed. P.T. clothing is inappropriate for incident response. Standard uniforms and protective clothing must be worn on incidents when responding from physical fitness activities. For this reason, it is recommended that all P.T. clothing be made of predominantly natural fibers such as cotton. No derogatory or offensive material will be on P.T. clothing.
6. Team Exercise: The use of competition in physical fitness can have a great impact on the overall fitness of the individual. Team activities provide motivation and enjoyment for the personnel, which may help enhance participation. This can also be a double-edged sword. Team activities can push personnel beyond their capacity to safely perform tasks and can contribute to exhaustion, which may impact emergency response. For this reason, the Company Officer shall monitor and ensure that physical fitness activities will not negatively impact ability to respond.
7. Restricted Activities: Where physical fitness is a foundational requirement for the firefighting profession, there are limitations to what can be performed while on duty. The following are some of the restricted activities. The Company Officer will determine the approval for any of the following activities:
 - a. Any boxing or combative sports.
 - b. Any weightlifting that would leave the individual in a state of non-response status.
 - c. Any running, jogging, or walking activity that would prevent the prompt and appropriate response to an activity or incident.
 - d. Any high impact sports.
 - e. Any exercise that exceeds the individual's capacity to safely perform.
 - f. Any other activity that is deemed a hazard to the employee by the Company Officer.
8. Injuries: All injuries suffered while participating in the Health and Fitness program shall be reported on an Incident/Accident Report, regardless of lost time. Injuries sustained by employees on duty while engaged in sanctioned activities are covered by Worker's Compensation.