



## Basic Employee Relations Course

### Fitness for Duty Exams

Can we order an employee to take a fitness for duty examination conducted by the agency physician? In most cases, no. Examinations may be ordered when an employee occupies a position with medical standards or physical requirements, or which is part of an established medical evaluation program. Now, let's discuss medical standards, physical requirements, and a medical evaluation program.

A medical standard is a qualification standard that identifies certain medical conditions that would be disqualifying because there is a direct relationship between the condition and the essential duties of the specific position. An example is the sight requirements for a person who operates a vehicle.

A physical requirement describes specific activities that an employee must be able to do in order to accomplish the duties of the position. An example may be the requirement for a firefighter to climb ladders or to hold a water hose steady when water is turned on and is flowing. Another example is for a materials handler to be able to lift boxes weighing 40 pounds.

An established medical evaluation program is a program to monitor and determine the effect of certain jobs on the health of the individual. An example of a medical evaluation program is the monitoring of employee's hearing on or around the flight line.

Just because an employee could be examined under one or more of the foregoing circumstances does not mean that you may go ahead and order the medical examination. If the medical information you are seeking would not normally be a part of the examination under one of those situations, your next option is to *offer* a medical examination.