



**STAFF REPORT
ACTION REQUIRED
with Confidential Attachment**

**Sole-Sourced Essential Medical Services Required by
Toronto Fire Services**

Date:	May 28, 2009
To:	Community Development and Recreation Committee
From:	Toronto Fire Services
Wards:	All Wards
Reasons for Confidential Information:	This report deals with personal matters about an identifiable person. This report involves the security of property belonging to the City or one of its Agencies, Boards, and Commissions.
Reference Number:	p:\2009\ClusterB\FIR\cd0913

SUMMARY

This report recommends authorizing a new contract for the continued essential sole sourced medical services of a medical Doctor. The Doctor's expertise in emergency medicine, specialized knowledge of the needs of TFS and the requirements of fire fighters related to firefighting and other functions of the Fire Services, gained through interaction with employees and management over several years, is critical to dealing with the physical and stressful incidents faced on a regular basis by fire fighters. The medical Doctor ensures programs are in place to assist with the health and safety of fire fighters who must respond to incidents and face the daily hazards of fire, smoke and chemicals.

RECOMMENDATIONS

The Chief of Toronto Fire Services recommends that:

1. City Council adopt the confidential instructions to staff in Attachment 1.
2. City Council authorize the release of the confidential information and recommendations, in Attachment 1 once the contract for the provision of medical services is finalized to the satisfaction of the City Solicitor.

Financial Impact

The financial impact of this report is set out in Confidential Attachment 1.

The Deputy City Manager and Chief Financial Officer has reviewed this report and agrees with the financial impact information.

DECISION HISTORY

City Council, at its meeting held September 28, 29, 30 and October 1, 2004, authorized a sole source contract for essential medical services required by Toronto Fire Services by a medical doctor for a 5-year period ending September 2009.

COMMENT

The following provides examples of some of the important medical services provided by the medical Doctor to assist with the readiness of Operational fire fighters to meet the demands of wearing self contained breathing apparatus and performing strenuous fire fighting activities:

- Respond to selected complex incidents, at the request of the Fire Chief or his authorized designate, and make an immediate assessment in order to ensure the continued health and welfare of Fire Service employees. Provide medical assistance as required and liaise with Critical Incident Stress (“CIS”) providers.
- Consult with and advise the designated Fire Services safety officer in matters of exposure and special hazards.
- Consult and advise on matters related to public health issues and the impact and potential risk on fire fighters and Fire Services’ operations.
- Be responsible for declaring Fire Services’ employees medically fit to return to work either in the capacity of full and unrestricted duties or modified duties. Determine the type of work that returning employees are medically fit for, with any necessary restrictions or limitations. Monitor the ongoing health and medical fitness of individual Fire Services’ employees working under modified duties.
- Examine documentation from and consult with the Fire Services employee’s physician and other medical practitioners, as necessary and appropriate, in the determination of medical fitness of the Fire Services employee for full and unrestricted duty or modified duty. Expedite any necessary appointments or

treatment of Fire Services employees, scheduled or unscheduled, with members of the medical profession in the interest of the employee's health and welfare.

- Perform pre-employment medical examinations for fire fighter Recruit candidates and provide medical clearance for employment.
- Provide periodic medical reviews and reports on Fire Services employees under long-term care at the request of the Fire Chief or his authorized designate.
- Conduct medical reviews and provides advice on all Fire Services' employees as required by the Fire Chief and medical evidence in relation to labour relations and human rights matters up to and including grievance procedures.

This report has been written in consultation with Legal Services.

CONTACT

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SIGNATURE



William A. Stewart
Fire Chief

ATTACHMENTS

Confidential - Sole-Sourced Essential Medical Services Required by Toronto Fire Services