	POLICY	
	HR-119-Member Health Requirements	
	Original Date	Revision Date
	July 13, 2023	

Policy

Members must be physically capable and free from any medical condition that would impair their ability to perform their duties safely and effectively.

Reasons for Policy

To ensure that members can perform their duties safely without putting themselves or others at risk.

Definitions

Member: Includes both volunteers and employees

Trichromacy: Normal colour vision

Bona fide occupational requirement: A good faith belief with no intent to discriminate that the noted standards/requirements are directly related to real job conditions and duties.

Supervisor: Station Leader, Training Officer or Coxswain

Guidelines

1. In a search and rescue (SAR) environment operational members must be physically capable of safely performing their assigned duties.

To that end:

If there is any question about a member's physical ability to carry out SAR activities or if a member has a progressive medical condition that limits their physical or mental ability, they must report same to their supervisor and seek a medical clearance to continue to act in a SAR capacity.

**Note some medical conditions can be addressed for the purposes of SAR using assistive devices (glasses, contact lenses, hearing aides etc.).*

2. In a marine environment it is imperative that a member can distinguish between colors and notably red and green.

To that end:

Members must possess normal colour vision (Trichromacy) to be engaged in search and rescue operations. Normal colour vision is a bona fide occupational requirement.

Members must advise their supervisor if they do not have normal colour vision.

Member Resource: The Annual Safety Review provides members with an opportunity to also conduct an annual assessment of their personal health and well being utilizing the Par-Q form (attached).

Accommodation: Members that cannot meet the physical requirements of marine search and rescue activities may be accommodated in another capacity or in a supporting role within RCMSAR.

Bill Riggs

Bill Riggs (Jul 13, 2023 11:07 PDT)

HR-119 Member Health Requirements (003)

Final Audit Report

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