

Indianapolis Fire Department Standard Operating procedure	
TITLE: SAFETY	No. 6.14
WORK PERFORMANCE EVALUATION	Date: Draft
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Background:

The Indianapolis Fire Department Work Performance Evaluation, (WPE) will measure an individual's ability to physically perform essential functions required to execute the duties of a firefighter. The Indianapolis Fire Department has established a minimum level of acceptable performance that protects the safety of the firefighter and provides the appropriate delivery of fire suppression and rescue services to the community. All sworn firefighters will be tested.

Objectives:

The WPE test will be administered with two objectives:

- 1.) Annual testing for all sworn firefighters
 - A.) Measures individual ability to perform firefighting tasks
- 2.) When a firefighter has been on sick or extended medical leave or limited duty.
 - B.) Will serve as a return to work physical performance evaluation
- 3.) If a firefighter wishes to return to full duty after accepting a medical pension
- 4.) As a performance measure for promotions
- 5.) For any supervisory concerns with fitness for duty

Measures:

Pass and fail will involve two criteria:

- 1.) Allotted time parameters:
 - A.) Passing; < than or equal to 8 minutes and 44 seconds
 - B.) If the firefighter test time falls between 8 minutes and 45 seconds and 9 minutes and 34 seconds the firefighter will be retested after a 72-hour period.
 - C.) If the firefighter test time is > than 9 minutes and 35 seconds they will be referred to Wellness for further testing and a peer fitness coordinator will be assigned for physical fitness

evaluation (with a possibility of being placed on limited duty).

D.) If the firefighter fails to complete the second testing procedure they will be assigned to a Peer Fitness Trainer for a period of 90 calendar days for fitness conditioning and will then have to pass the WPE test successfully.

E.) *If at the end of the 90 calendar day fitness period the firefighter is still unable to perform the required WPE test, they will be forwarded to Public Safety Medical Services for detailed analysis. PSMS will meet with the employee to provide medical follow-up and conditioning programs.*

2.) WPE test may be terminated by proctor for medical or safety reasons:

A.) If the test proctor feels that the firefighter is operating in an unsafe manner or a medical condition exists that could place the firefighter in jeopardy the test may be called off.

B.) Under the case of potential medical problems the on-site Paramedic should be called in for evaluation of the firefighter.

Overview:

The IFD incumbent WPE test consists of 9 events designed to measure the physical ability of a firefighter to perform the skills required to operate effectively on an incident.

- 1.) Donning and doffing PPE and SCBA (this event is not timed)
- 2.) Ladder carry & raise
- 3.) Forcible entry simulation
- 4.) High rise pack carry
- 5.) Hand line advancement
- 6.) Hand line pull
- 7.) Pike pole simulation
- 8.) Equipment carry
- 9.) Victim rescue and drag

The events are continuous and individuals are encouraged to pace themselves and move through the events safely. The donning of the personal protective equipment is not timed to ensure that all PPE is secured enabling members to perform the evolutions safely within the required timeframe.

Events 2-9 are the timed events of the WPE test. Firefighters are encouraged to move through the events continually and as safely as possible. **RUNNING IS NOT ALLOWED AT ANY TIME** during the testing procedures. Successful completion of the WPE test is defined as meeting or exceeding the minimum required performance level within the set timeframes.

Procedures:

The safety of the firefighter will be the top priority during the administration of the WPE test. The strenuous nature of the WPE test requires members to be monitored closely throughout the testing process. The test WILL NOT be administered when the following environmental conditions exist:

Temperature > **85** degrees Fahrenheit
Heat index > **90**
Temperature < **40** degrees Fahrenheit
Wind-chill factor < **32**

The WPE test will be administered collectively through the Safety Division and the Training Division. All test proctors will be certified in the CPAT and WPE testing procedures. Peer Fitness Trainers will be utilized as test proctors.

A fully equipped IFD paramedic will be on scene for any medical emergencies that might arise. Fully equipped consists of tech kit, medic box, oxygen, defibrillator, and portable fire radio.

All members performing the test will be given a training session prior to administration of the test consisting of:

- 1.) Video of test completion
- 2.) Safety precautions
- 3.) Verbal and written description of WPE test procedures
 - a.) Description of each task to be performed
 - b.) Explanation of scoring method
 - c.) Time allotment for exercise
 - d.) Acceptable performance techniques

The proctor will constantly monitor members during performance of testing procedures. If the proctor determines that safety is compromised, the person performing the exercise will be stopped and instructed in the proper technique. Time will continue to run during this period.

The individual WPE test shall be terminated for the following reasons:

- 1.) Proctor feels that an unsafe technique may lead to injury
- 2.) A medical condition that exists may place the member at risk
- 3.) An environmental condition exists that may place member at risk
- 4.) Any failure in WPE test equipment

Medical Guidelines:

- Prior to beginning the WPE test a baseline set of vitals including blood pressure, pulse, and respirations will be taken and recorded.
- Upon completion of the test a second set of vital signs shall be taken and recorded.
- An initial blood pressure of **180** systolic or **100** diastolic the member may not participate in the WPE test.
- A pulse rate of **120** bts/min or greater the member may not participate in the WPE test.
- A respiratory rate of ___ or greater the member may not participate in the WPE test.
- The member will be asked about any existing medical condition, illness, or injury that may prohibit them from testing.
- Throughout the WPE test the proctor will monitor each member for ‘potential for injury’. If in the proctor’s opinion any individual exhibits signs indicating they could be at risk for injury, the WPE test shall be terminated.

WPE test description:

Event 1: Personal Protective Equipment:

This event allows the firefighter to safely don their complete issue of personal protective equipment.

Firefighter is to don a complete set of turnout gear, pants, boots, and coat, SCBA with face piece, and helmet, (hood optional). Firefighter will move to a position that places them at the proper lifting point of their SCBA; lift and secure the SCBA; secure face piece, engage second stage regulator. **Then signal ready for testing by raising either arm.** (If the firefighter runs out of air during any event they will remove and store second stage regulator and continue testing with ambient air, time will continue to run during this procedure.)

****** Time begins at Event 2 once firefighters hand touches ladder***

Event 2: Ladder Carry & Raise:

This event simulates the firefighter's ability to handle a 16 feet ground ladder, and raise a 24 feet extension ladder.

The firefighter will perform a one-person lift and carry a 16 feet ground ladder from a marked starting position 75 feet to a marked ending position and set ladder down. The firefighter then moves to the top rung of a 24 feet extension ladder, lift the unhinged

end from the ground, and walk it up rung by rung until it is stationary against the wall. Move to the next event.

Event 3: Forcible Entry Simulation:

This event simulates the critical task of using force to open a locked door or to breach a wall.

The firefighter walks 75 feet to the forcible entry machine, picks up a 10-pound sledgehammer and strikes the measuring device in the target area until the buzzer is activated. Move to the next event.

Event 4: High Rise Pack Carry:

This event simulates the firefighter's ability to carry a high-rise pack to an upper story location.

The firefighter walks 75 feet to this event to the marked area. The firefighter places the high-rise pack over their shoulder. The firefighter walks 65 feet to the marked area and picks up the high-rise pack. The firefighter then walks 10 feet with the high-rise pack to the simulated stair platform. The firefighter then simulates climbing three floors by completely stepping up and down on the stair platform a total of 30 times. The firefighter then drops the pack on the step.

Move to the next event.

Events 5 & 6: Combined Hand Line Advancement and Pull:

This event simulates the critical task of advancing an uncharged hand line and repositioning an uncharged hand line.

The firefighter walks 75 feet to the uncharged hand line, picks up the nozzle and advances the hand line 75 feet to the marked position. Places the hand line down and crawls back 50' keeping one hand in constant contact with the hose line. Then assumes a kneeling or sitting position and pulls back 50' of the hose.

Move to the next event.

Event 7: Ceiling Pull Simulation:

This event is designed to simulate the critical task of breaching and pulling down a ceiling to check for fire extension.

The firefighter walks 75 feet to pick up a pike pole. The firefighter then raises the pike pole a total of 30 times. Both hands must be grasps the pike pole handle. A complete repetition consists of fully extending both arms upward (with the elbow of the top arm extending at least to the shoulder of the same arm) and returning them to the starting position (the bottom hand on the pike pole brought down to the waist). After 30 complete repetitions the firefighter places the pike pole on the ground.

Event 8: Equipment Carry:

This event is designed to simulate the critical task of carrying equipment from a fire apparatus scene and returning the equipment to the apparatus.

The firefighter walks 75 feet to a simulated compartment then remove the equipment and places one or both pieces of equipment on the ground. The firefighter then carries

the designated equipment 75 feet around a drum and back to its original marked area. The firefighter then put the equipment back from where they got them. The tools are not to be dropped or thrown at any time.

Event 9: Victim Rescue:

This event simulates the critical task of removing a victim or injured partner from a fire scene.

The firefighter walks 75 feet to the 165 lb. rescue dummy; lifts and moves the rescue dummy around a drum and returns to the starting position and places the dummy in the marked area for a total distance of 75 feet. Firefighter may not rest or grab hold of the drum at anytime.

- *WPE test is complete; move to rehabilitation area.*