



## FRNSW Health Screening Program - Nominated Medical Practitioner Briefing

This document provides guidance for Nominated Medical Practitioners (NMPs) involved in the Fire and Rescue NSW (FRNSW) Health Screening Program and includes the following information:

- Purpose of the Health Screening Program
- List of Documents provided to NMPs
- Health Standard Overview
- Assessment Process
- Payment and Contact Information
- Quick links:

### **Purpose of the Health Screening Program**

The Program plays a critical role in supporting the health and safety of firefighters, especially when undertaking work in inherently hazardous environments where safety is critical. The inherent requirements of firefighting are such that the risk to the health and safety of firefighters, their colleagues and the public can be substantial in the event of sudden incapacity or impairment arising from a firefighter's medical condition. Under the Program, firefighters are required to arrange a health assessment with a Nominated Medical Practitioner (NMP). The NMP conducts a comprehensive assessment and issues a Fitness for Duty Advice Form, outlining the firefighter's fitness to perform their current duties. This Health Assessment includes a number of very specific requirements. The Programming is designed to:

- Promote and support the health and fitness of firefighters.
- Ensure firefighters are assessed for relevant occupational illness and injuries.
- Assess a firefighter's fitness for duty against the inherent requirements of their role, in line with the FRNSW Health Standard (2016).

As a qualified medical professional, you have been nominated by a FRNSW firefighter to undertake their Health Screening assessment. To complete this assessment each firefighter is provided with a Health Screening Pack which contains the following documentation:

- **Ordinary Duties form** which is completed by FRNSW outlines, for the NMP, the work undertaken by the firefighter in their role, along with any existing requirements or restrictions, which may already be in place based on past health assessment. The use of the Ordinary Duties Form is essential to ensure the firefighter is appropriately assessed with consideration given to position, rank, hours of work and any existing restrictions or requirements. The NMP should note the information on the current Ordinary Duties Form but the NMP is not required to make any changes to this form at the time of the Health Assessment.
- **Instructions** on accessing the FRNSW Health Standard and Nominated Medical Practitioner resources.
- **Pathology Referral** which will ensure blood test results are returned to you while ensuring the invoice is sent to FRNSW as there is no Medicare entitlement.
- **ECG Referral** which will allow the firefighter to obtain a 12-lead ECG with results returned to you and the invoice sent to FRNSW. You may also choose to perform the ECG and report at your practice if you have the appropriate equipment.
- **The Health Screening Assessment Form** to be completed in detail and kept with your practices medical records with a copy provided to the firefighter (not FRNSW without consent)
- **Fitness for Duty Advice form** for you to complete once you have determined the firefighter's



fitness to perform their role. The firefighter submits this form to FRNSW at the conclusion of their Health Screening, and you should retain a copy for your records.

### **FRNSW Health Standard (2016)**

The [FRNSW Health Standard \(The Standard\)](https://www.fire.nsw.gov.au/page.php?id=9428) has been developed by the appropriate medical specialists, taking into consideration the unique physiological and physical demands required of FRNSW firefighters. It is a key resource that the NMP will need to be familiar with. As a resource, the Health Standard is designed to clearly outline the inherent requirements for firefighters in FRNSW, the associated health attributes and the subsequent health standards required to be met to ensure as far as practicable the firefighters' safety and that of those who rely on them. The FRNSW Health Standard seeks to ensure consistency and transparency in the assessment of health conditions in the context of high-risk firefighting work. This document is provided via this weblink, rather than as a hard copy to ensure that the most current version is available for the NMP at the time of the assessment. [The Standard](https://www.fire.nsw.gov.au/page.php?id=9428) can be accessed via this link: <https://www.fire.nsw.gov.au/page.php?id=9428> or QR code below.



### **Steps Required from a Nominated Medical Practitioner:**

1. **Step 1:** During the initial consultation (appointment 1) complete the referral provided by FRNSW to the firefighter for pathology and 12-lead ECG (with report). The referral forms are included in the Health Screening pack provided to the firefighter. Please use these forms and advise the firefighter on how to arrange their tests. If your practice can conduct the ECG please arrange this during the initial consultation.
2. **Step 2:** Once the pathology test and ECG are complete the firefighter should schedule a follow up appointment with you (appointment 2) (approximately 10 days after the tests) to review the results and conduct a physical examination. This appointment is used to complete the Health Screening Assessment Report. When completing the Health Screening Assessment Report, please ensure that:
  - all sections are completed;
  - you have documented all details relating to the assessment; and
  - you and the firefighter have signed and dated the last page.

#### **Arranging necessary referrals:**

- Note that FRNSW only supports certain referrals as part of the health assessment. Please ensure all referrals comply with the FRNSW Health Standard and if unsure whether a referral is supported, clarify with FRNSW before proceeding.



- **FRNSW does not support invasive investigations** such as formal Coronary Angiography, Electrophysiological Studies, or Biopsies, for the purpose of occupational risk assessments. If such investigations are clinically indicated please arrange them through usual patient care pathways.
- **FRNSW will not be liable for any payment relating to referrals made by your practice that constitutes usual patient care.**
- If subsequent referrals are required as part of usual medical care these should be made through usual care pathways. Such referrals or consultations for treatment or ongoing management may be eligible for Medicare rebates, but associated costs will not be covered by FRNSW. **When arranging a specialist referral please clearly indicate the type of referral being made (i.e. supported under the FRNSW Health Standard or usual patient care)**

3. **Step 3:** Complete the Fitness for Duty Advice Form. The form allows you to categorise the firefighter as category one, two or three, with the definitions clearly stated on the form. It is important to communicate your outcome directly to the firefighter. If the firefighter, is certified unfit for their ordinary duties it is the firefighter's responsibility to notify their supervisor as soon as practicable to ensure they are not continuing with their duties until they are deemed fit for duty, or until appropriate modifications to their duties are made. Please remind the firefighter to ensure they communicate this as soon as practicable.

Category	Description
<b>Category One</b>	Firefighter is fit without requirements or restrictions to perform the full range of their duties.
<b>Category Two</b>	<p>If a firefighter requires more frequent review and it is covered under the Health Standard, a Category Two outcome may be provided. FRNSW refers to this process as Fit, Subject to Review (FSTR).</p> <p>Alternatively, if a firefighter already has requirements or restrictions noted on the Ordinary Duties Form, and you agree that these restrictions should remain, please ensure you document these in writing on the Fitness for Duty Advice Form.</p> <p>With the consent of the firefighter, relevant health information already held by FRNSW will be made available to you to assist you in completing the firefighter's assessment.</p> <p>A category two outcome is also appropriate for firefighters who require corrective lenses.</p>



### Category Three

If you recommend restrictions to ensure the firefighter is safe when undertaking their ordinary duties, and these restrictions are not already detailed on the Ordinary Duties Form provided, then a 'temporarily unfit', category three, outcome must be issued on the Fitness for Duty Advice form.

**\*\*Note:** If you are unable or would prefer not to provide a fitness for duty outcome, please discuss this with the firefighter. **If a outcome cannot be issued for the firefighter, the Program allows for the baseline health screening assessment to be initially conducted by you and then sent with the firefighter's consent to the FRNSW Occupational Physician for oversight.** Once consent is obtained their Health Screening Records (including pathology, ECG, Health Screening Assessment Report and any subsequent results or reports) can be sent to a FRNSW Occupational Physician for review. The Occupational Physician will then complete the '*Fitness for Duty*' form. Documentation can be sent to FRNSW via [healthscreening@fire.nsw.gov.au](mailto:healthscreening@fire.nsw.gov.au).

4. **Step 4:** Retain a copy of the pathology, ECG and Health Screening Assessment Report for the firefighter's medical record at your practice. Please ensure the firefighter also receives a copy of all paperwork, including the Fitness for Duty Form. If you have provided a fitness for duty outcome, the firefighter will be responsible for submitting their Fitness for Duty Form to FRNSW.
5. **Step 5:** Please invoice FRNSW for the cost of the Health Screening consultations. **Please note that these consultations cannot be billed to Medicare as it is an occupational assessment. There is no Medicare Item number for these consultations, including the ECG. They are all billed directly to FRNSW (not to the firefighter.)**

### Payment of medical appointments

Medical appointments directly related to the Health Screening Program will be paid for by FRNSW. To arrange payment please contact the FRNSW Health Screening Team per the details below.

### Recommended NMP Consultation Fees

FRNSW recommends that NMPs charge a Level C or D consultation (as defined under the NSW Workers Compensation fee schedule) dependent on case complexity of the Health Screening Program appointment. As of 1 February 2025, the [SIRA-approved rate](#) for a Level C consultation is \$198.00 (excl. GST) and a level D consultation is \$300 (excl. GST).

### Fire and Rescue NSW Contact and Billing Information

Attention	Fire and Rescue NSW, Attention: Health Screening Coordinator
Postal Address	Locked Bag 12, Greenacre NSW 2190
Email	<a href="mailto:healthscreening@fire.nsw.gov.au">healthscreening@fire.nsw.gov.au</a>
Telephone number	02 9265 2800 (option 3)
Fax Number	02 9265 2986

**Questions and Feedback:** If you have any enquiries relating to the Health Screen process, please

Fire and Rescue NSW

ABN 12 593 473 110

Health Check Team

People and Culture Directorate  
Health and Safety

Locked Bag 12  
Greenacre NSW 2190

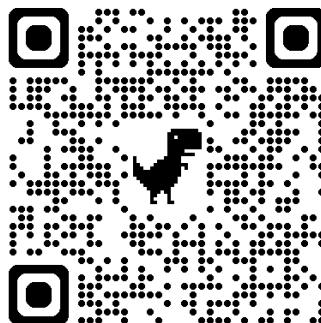
T (02) 9265 2800  
F (02) 9265 2887



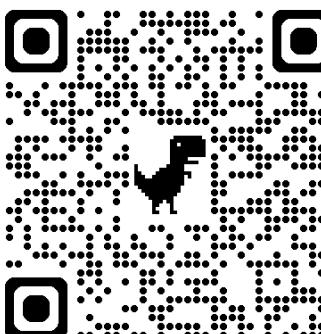
contact the FRNSW Health Screening Team on (02) 9265 2800 (option 3) or email [healthscreeningcoordinator@fire.nsw.gov.au](mailto:healthscreeningcoordinator@fire.nsw.gov.au).

### FRNSW Health Screen – Quick resources for Nominated Medical Practitioners

- Nominated Medical Practitioners Quick resources:
  - [Summary of operational tasks for firefighters](#)
  - [What is my role as the NMP conducting a firefighter Health Screen](#)
  - [Questions and Feedback](#)
  - [Identification of Medical Restrictions](#)
  - [FRNSW Background](#)
  - [Permanent Firefighters](#)
  - [On-call \(Retained\) Firefighters](#)
  - [Operational Support Firefighters](#)



- The **FRNSW Health Standard** can be accessed by this link: <https://www.fire.nsw.gov.au/page.php?id=9428>. Or [Click here to download the FRNSW Health Standard for firefighters \(PDF\)](#) or QR code below



- **Fitness for Duty Advice Form:** please provide a copy to the firefighter as it is their responsibility to provide this to FRNSW