

Development of Medical Guidelines

Anchorage Police Officer

Project Goals

Collect JA Information

Prepare Task List

Collect & Tabulate Ratings

Statistical Analysis

Contract with Physicians

Preparation of Reports

Implementation

Project Overview, continued

Statistical Analysis

Contract with Physicians

Preparation of Reports

Implementation

Factors Leading to Screening

Aging work force

ADA & gender protections

Costs of workers' comp

Turnover/replacement costs

Lost productivity due to inability

Gains from Screening

Productivity gains

Legal Compliance

Establishes a baseline

Screens-in qualified workers

Screens-out unqualified/unable

Project Goals

- Perform Job Analysis
- Develop Medical Guidelines
- Implement Occupational Medical Screening

Collect Job Information

- Class Specs, Training Materials
- Existing Job Analysis and Task Lists
- Current Testing, Previous Validation
- Extraordinary Working Conditions

Prepare Physical Task List

- Assemble comprehensive task list
- Verify the list with incumbents
- Develop rating scales
 - Performed
 - Frequency
 - Consequences of poor performance
 - Physical demand level
 - Speed & quickness

Prepare Vision & Hearing Task List

- Assemble comprehensive task list
- Verify the list with incumbents
- Develop Rating Scales
 - Performed
 - Frequency
 - Consequences of poor performance
 - Maximum viewing distance
 - Lighting conditions

Collect & Tabulate Ratings

- Survey SMEs
- Tabulate responses
- Determine Critical/Essential Tasks

Physical Abilities Analyzed

Strength Abilities:

Static Strength, Explosive Strength, Dynamic Strength, Trunk Strength

Flexibility:

Extent Flexibility, Dynamic Flexibility

Physical Abilities Analyzed

Body Movement:

Stamina, Whole Body Coordination, Whole Body Equilibrium, Speed of Limb Movement

Use of Arms and Hands:

Arm-Hand Steadiness, Manual Dexterity, Finger Dexterity, Multi-Limb Coordination

Sensory Abilities Analyzed

Visual Abilities:

Near Vision, Far Vision,
Peripheral Vision, Color Vision

Hearing Abilities:

Speech Intelligibility in Quiet
Speech Intelligibility in Noise
Sound Localization
Non Speech Sound Discrimination

Sensory Abilities Analyzed

Olfactory Abilities:

Smell Detection

Smell Recognition

Five-point Frequency Scale

- Several times an hour
- Once or twice a day
- Once or twice a week
- Once or twice a month
- Once or twice a year

Five-point Consequence of Failed Performance

- Extreme Consequences
- Serious Consequences
- Moderate Consequences
- Minor Consequences
- Insignificant Consequences

Five-point Demand Scale

- Very, very hard
- Very hard
- Moderately hard
- Somewhat hard
- Very easy

Five-point Speed Scale

- Maximal Speed
- Rapid
- Moderately paced
- Slow
- No movement at all

Working Conditions

Example:

149. During your tenure as a Police Officer, what is the typical (or average) weight of a suspect/perpetrator that you have had to subdue and arrest?

5 = More than 300 pounds

4 = Between 240 and 299 pounds

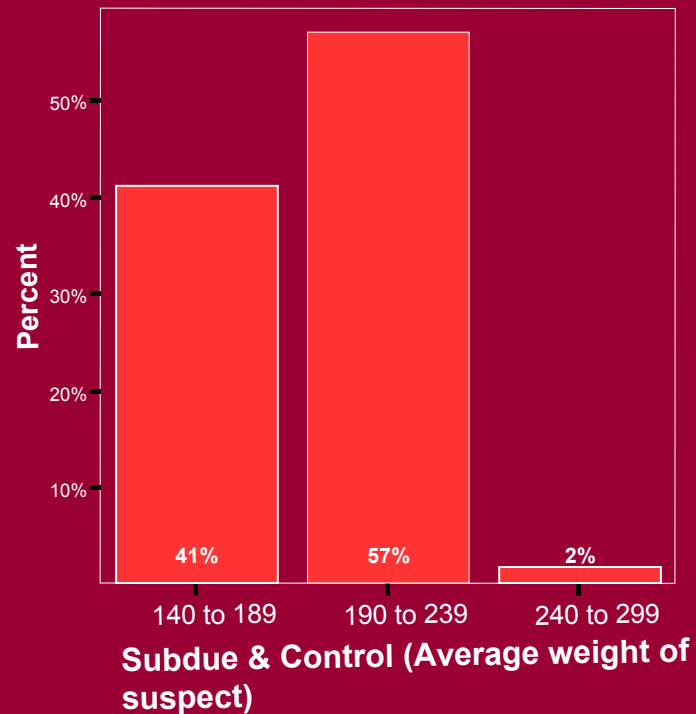
3 = Between 190 and 239 pounds

2 = Between 140 and 189 pounds

1 = Less than 139 pounds

Working Conditions

Example



Medical Guidelines

The medical screening guidelines allow for the individualized assessment of each individual in relation to the physical demands and working conditions associated with the job of an Anchorage Police Officer.

Medical Guidelines

The guidelines are organized into a physician's manual which can be utilized during complex medical screening decisions. The guidelines are based on current medical research and the ability to for candidates to perform the job for a reasonable period of time.

The qualities of the guidelines are:

Qualities of Medical Guidelines

- Examination and evaluation protocols that promote the *individualized assessment* of each candidate, rather than categorical, exclusionary criteria.
- Direct links between a candidate's medical status and his/her ability to safely perform specific law enforcement job functions and tasks.

Qualities of Medical Guidelines

- Decision-making guidelines consistent with risk management criteria permitted by federal law.
- Guidance based on current medical information, including medical literature, epidemiological studies and the in-depth input of medical specialists.

Qualities of Medical Guidelines

- Detailed coverage of commonly-detected medical conditions, rather than cursory coverage of all possible conditions.
- Proper partitioning of the roles of physician and hiring authority in the medical screening process.

Qualities of Medical Guidelines

- Promotion of current diagnostic procedures that are reliable, valid and cost effective.
- Usefulness to physicians and risk management in both form and substance.
- Compliance with anti-discrimination statutes and court decisions.