
	LOWER MERION TOWNSHIP POLICE DEPARTMENT Ardmore, Pennsylvania	
	Policy 3.3.13	
Subject:		Distribution:
Wellness Program		All Sworn Personnel
Date of Issue:	Expiration Date:	Rescinds:
06-01-2014	Until Amended or Rescinded	Directive: 05-94
References:		
CALEA: 22.3.2; PLEAC: 3.7.1, 3.7.2		
By Authority of:		
		Superintendent of Police

PURPOSE

The purpose of this policy is to outline the importance of a wellness program and to encourage every officer to participate in a physical fitness program.

POLICY

It is the policy of this Department to strive to support wellness and good health among its members. The Police Department recognizes the importance of our Police Officers maintaining a certain degree of physical fitness. Police Officers will report to work, and while working, remain drug/alcohol free, and medically, psychologically, and physically ready to competently perform all their job related duties. All medical related information would be handled in a manner that complies with federally mandated privacy standards. **(CALEA 22.3.2)**

PROCEDURE

A. Physical Exams

1. All sworn personnel are required to submit to the Department sponsored physical examination for the established grade advancement interval to assess the employee's fitness for duty.
2. The results of the medical examination are provided directly to the participant.
3. The Police Department requires specific medical information be released to the Department that is necessary for making a decision about fitness for duty.
4. Should the officer exhibit signs during the health screening indicating that a possible health problem exists, the officer will be instructed to seek further assessment / advice from his/her own doctor.

B. Employee Assistance Program (EAP)

1. Human Management Services, Inc. (HMS) is the Employee Assistance Program offering counseling to all employees and their eligible dependents. The employee assistance program is provided to assist any employee with a personal problem through professional consultation and referral services.
2. The employee assistance services are provided, at no cost, by the Township and all services are confidential. HMS can be reached at 1-800-343-2186.

C. Physical Fitness

1. Police officers are routinely required to perform many physical tasks in the performance of their duties. Therefore, fitness is an essential part of effective performance. All police personnel are encouraged to participate in a physical fitness program under the guidance of a health care professional to improve their overall physical and mental well-being. **(PLEAC 3.7.1, 3.7.2)**