INTRODUCTION

This version of the POST Medical Screening Manual for California Law Enforcement, was first published in 1993. Revisions since that time have been geared towards incorporating the many medical and legal advances (and challenges) that have transpired since that first issuance. Creating a medical screening manual to meet those challenges involved the participation of over numerous medical specialists as well as experts in areas such as employment law, civil rights legislation, industrial/ organizational psychology, and epidemiology.

LAYOUT OF THE MANUAL

The revised manual consists of several major sections, each with a specific purpose and intended primary readership. These sections are:

I. Background Information

The chapters in this section are intended for both physicians and hiring authorities. They provide an overview of the development of the manual and its proper use in the screening of patrol officer candidates.

Project Goals and Methodology. Describes the objectives that guided the development of the revised manual, as well as the procedures followed in its creation.

Pre-Employment Medical Screening and the Law. Discusses state and federal laws that have an impact on the medical screening of patrol officer candidates, and how these laws are addressed in the manual's examination and evaluation protocols. A summary is provided at the end of the chapter for quick review.

Patrol Officer Job Demands: Their Implications for Medical Screening. The first part, developed especially for hiring authorities, provides guidance on how to identify essential job functions. The second part, developed for both physicians and hiring authorities, reports the results of several statewide job analyses conducted by POST that have implications for the medical screening of patrol officer candidates.

General Guidelines for Using the Medical Screening Manual. These guidelines provide general rules for use of the manual in the proper conduct of pre-placement medical screening. This chapter includes a discussion of the respective roles of physician and personnel administrator, as well as the role of medical screening in the larger pre-employment process.

II. Examination and Evaluation Protocols

The protocol chapters are the heart of the manual. Written expressly for the screening physician, they provide detailed guidance on medical screening of patrol officer candidates. Over fifty of the most commonly detected medical conditions are discussed by name. However, the guidance offered in these protocols can be "interpolated" to aid in the assessment of virtually any medical condition.

III. Appendices

Appendix A: Medication-Related Impairment provides a generic approach to the evaluation of candidates who use medication.

Appendix B: Participating Medical Specialists.

Appendix C: Medical History Statement has been updated to be compatible with the examination guidelines in the protocol chapters.

Appendix D: Medical Examination Report. This form has two parts -- one for use by the physician in recording notes and findings made during the examination, and another part for translating those medical findings into specific, job-related recommendations to the employer regarding the candidate's suitability for the patrol officer position. The second part also includes a section for use by employers in documenting (and justifying) their ultimate hiring decisions.

Note: Every effort will be made to update this manual as necessary, not only to keep it current with changes in equal employment law and medicine, but also in response to suggestions based on personal use of this manual by agency physicians and employers. POST therefore solicits such feedback from all manual users.