



VICTORIA POLICE

# Acoustic Neuroma

AKA vestibular schwannoma, acoustic neurinoma, acoustic neurilemoma

## *Neurologist*

## Investigations and Reports for Consideration

- Relevant medical records including date of removal of tumour, the neurologic assessment including whether there are any residual neurological deficits
- Treatment type including dates, whether there has been tumour progression

## Medical Standard

May be fit for unrestricted duties if all are true:

- The tumour has been completely removed
- At least one year has passed since removal of tumour
- There is little or no residual neurological deficit, as determined by a neurologist
- Any residual neurological deficit does not impair in any way the functional ability to perform the inherent requirements
- At least 36 months has passed post radiotherapy treatment with no tumour progression
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

## Impact on Job Performance

Impacts balance

May increase risk of sudden incapacitation

May impact motor, sensory, cognitive abilities

May impact ability to hear speech and nonverbal warning signals



# Labyrinthine Fistula

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, warning symptoms and effect on functional ability, date of last episode of vestibular dysfunction, whether the symptoms are controlled or abated
- Audiogram
- Treatment including compliance with treatment

### Medical Standard

May be fit for unrestricted duties if all are true:

- Treated
- The person has insight into the impact of their vestibular dysfunction on their driving and the essential functions of the job
- If treated and if has recurrent episodes of vertigo that occur with warning symptoms then all of the following criteria are met:
  - Warning symptoms do not themselves cause impairment
  - Warning symptoms are of sufficient duration
  - The unexpected jerking motions that are experienced while performing the role do not lead to impairment.
- If treated and if has recurrent episodes of vertigo that occur without warning symptoms, then all of the following criteria are met:
  - 6 months free of vestibular dysfunction reflecting effective treatment or abatement of episodes
  - Symptoms are controlled and abated.
- The unexpected jerking motions that are experienced while performing the role do not lead to impairment
- Able to effectively and safely perform the inherent requirements without exacerbation or aggravation of the condition
- Hearing standard is met
- Meets the NTC Fitness to Drive Commercial Drivers Standard.



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## Impact on Job Performance

Impacts balance

May increase risk of sudden incapacitation

May impact motor, sensory, cognitive abilities

Ability to hear



# Meniere's Disease

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, warning symptoms and effect on functional ability, date of last episode of vestibular dysfunction, whether the symptoms are controlled or abated
- Audiogram
- Treatment including compliance with treatment

### Medical Standard

May be fit for unrestricted duties if all are true:

- Treated
- The person has insight into the impact of their vestibular dysfunction on their driving and the essential functions of the job
- If treated and if has recurrent episodes of vertigo that occur with warning symptoms then all of the following criteria are met:
  - Warning symptoms do not themselves cause impairment
  - Warning symptoms are of sufficient duration
  - The unexpected jerking motions that are experienced while performing the role do not lead to impairment.
- If treated and if has recurrent episodes of vertigo that occur without warning symptoms, then all of the following criteria are met:
  - 6 months free of vestibular dysfunction reflecting effective treatment or abatement of episodes
  - Symptoms are controlled and abated.
- The unexpected jerking motions that are experienced while performing the role do not lead to impairment
- Able to effectively and safely perform the inherent requirements without exacerbation or aggravation of the condition
- Hearing standard is met
- Meets the NTC Fitness to Drive Commercial Drivers Standard.



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## Impact on Job Performance

Impacts balance

May increase risk of sudden incapacitation

May impact motor, sensory, cognitive abilities

Ability to hear



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# Nonfunctioning Labyrinth/Vestibular Disorders with persistent impairment

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, symptoms and effect on functional ability, date of last episode of vestibular dysfunction, whether the symptoms are controlled or abated
- Functional assessment of ability to drive and perform inherent requirements
- Treatment including compliance with treatment

### Medical Standard

May be fit for unrestricted duties if all are true:

- Functional assessment indicates ability required for driving safely and to perform the essential job functions
- Asymptomatic for a minimum of 6 months, symptoms abated
- The person has insight into the impact of their vestibular dysfunction on their driving and the essential functions of the job
- Compliant with treatment
- Able to effectively and safely perform the inherent requirements without exacerbation or aggravation of the condition
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

### Impact on Job Performance

Impacts balance

May increase risk of sudden incapacitation

May impact motor, sensory, cognitive abilities



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# Otitis Externa / Otitis Media

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, symptoms
- For otitis externa: effect on functional ability including use of equipment such as earphones or earplugs
- Audiogram
- Treatment including compliance with treatment

### Medical Standard

May be fit for unrestricted duties if all are true:

- Condition has resolved with treatment
- Compliant with treatment
- Able to effectively and safely perform the inherent requirements without exacerbation or aggravation of the condition
- Hearing standard is met
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

### Impact on Job Performance

Ability to hear



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# Smell Disorders

Includes anosmia (absence of ability to smell), hyposmia (decreased ability to smell) and dysosmia (distortion in perception of smell)

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, symptoms, extent of impact on smell

### Medical Standard

May be fit for unrestricted duties if all are true:

- Able to smell hazardous fumes, smoke, drugs, decomposition
- Able to effectively and safely perform the inherent requirements of an operational general police officer and protective services officer without exacerbation or aggravation of the condition.

### Impact on Job Performance

Ability to smell



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# Tinnitus

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, aetiology, symptoms
- Audiogram

### Medical Standard

May be fit for unrestricted duties if all are true:

- Symptoms were due to an acute or benign non-recurring process
- History does not impair ability to effectively and safely perform the inherent requirements of an operational general police officer and protective services officer without exacerbation or aggravation of the condition
- Hearing standard is met
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

### Impact on Job Performance

Ability to hear

Impact balance

May impact motor, sensory, cognitive abilities

May increase risk of sudden incapacitation



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# Vertigo

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, aetiology, presence of warning symptoms and effect on functional ability and performance of inherent requirements, date of last episode of vestibular dysfunction
- Treatment and compliance with treatment

### Medical Standard

May be fit for unrestricted duties if all are true:

- If diagnosis is benign positional vertigo or acute peripheral vestibulopathy if the following criteria are met:
  - 2 months free of symptoms
  - Symptoms were due to an acute or benign non-reoccurring process
  - Symptoms are controlled and abated.
- If recurrent episodes of vertigo that occur with warning symptoms and all of the following criteria are met:
  - Warning symptoms do not impair ability
  - Warning symptoms are of sufficient duration.
- If recurrent episodes of vertigo that occur without warning symptoms and all of the following criteria are met:
  - 6 months free of symptoms of vestibular dysfunction
  - Symptoms are controlled and abated
  - Warning symptoms do not impair ability
  - Warning symptoms are of sufficient duration.
- The unexpected jerking motions that are experienced while performing the role do not lead to impairment
- The person has insight into the impact of their vestibular dysfunction on their driving and the essential functions of the job
- History does not impair ability to effectively and safely perform the inherent requirements without exacerbation or aggravation of the condition
- Meets the NTC Fitness to Drive Commercial Drivers Standard.



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## Impact on Job Performance

Impact balance

May impact motor, sensory, cognitive abilities

May increase risk of sudden incapacitation



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# Voice Disorders

## ENT

### Investigations and Reports for Consideration

- Relevant medical records including diagnosis, aetiology, symptoms, results of complete head and neck evaluation, results of laryngeal evaluations
- Treatment and compliance with treatment

### Medical Standard

May be fit for unrestricted duties if all are true:

- Hoarseness resolved
- Aetiology has been determined
- Any resolved hoarseness was due to an acute or benign non-reoccurring process
- Absence of a severe voice disorder
- Malignancy has been excluded
- Ability to effectively and safely perform the inherent requirements without exacerbation or aggravation of the condition
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

### Impact on Job Performance

Voice communication