



VICTORIA POLICE

Headache

Including but not limited to migraine headaches, cluster headaches, post traumatic headaches, headaches associated with substance abuse or withdrawal, trigeminal neuralgia and atypical facial pain.

Relevant Specialist: GP +/- Neurologist

Investigations and Reports for Consideration

- Relevant medical records including the neurologic assessment including all tests and treatments
- Results of diplopia and/or visual field testing (including eye suppression)

Medical Standard

May be fit for unrestricted duties if all are true:

- Headaches are resolved or controlled with non-sedating and non-narcotic preventative medication
- Headache pain or treatment would not adversely affect functional ability to perform any of the inherent requirements of an operational general police officer and protective services officer
- Absence of diplopia and/or visual field deficit (including eye suppression)
- Absence of triggering symptoms that could affect functional ability
- Movement, strength, cognition, hearing and vision are not impaired
- Compliant with treatment plan
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



VICTORIA POLICE

Dizziness and Vertigo

Including but not limited to peripheral vestibular disorder (i.e. benign paroxysmal positioning vertigo, labyrinthitis and Meniere's disease), visual or proprioceptive disorders, or a manifestation of a more serious underlying central vestibular disorder (i.e. cardiovascular, cerebral tumour, or multiple sclerosis)

Relevant Specialist: GP +/- Neurologist

Investigations and Reports for Consideration

- Relevant medical records including the neurologic, ENT, vision and other relevant assessments including all tests and treatments
- Frequency and duration of dizziness/vertigo symptoms

Medical Standard

May be fit for unrestricted duties if all are true:

- Movement, cognition, vision, vestibular function, and cardiovascular function are not impaired
- Performance of the inherent requirements of an operational general police officer and protective services officer is not impaired
- Dizziness and/or vertigo symptoms have been controlled on non-sedating medications or have abated
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



VICTORIA POLICE

Acquired Brain Injury

Neurologist with demonstrated knowledge in the current management of acute brain injury

Investigations and Reports for Consideration

- Neurological evaluation including cognition, hearing, vision, movement and strength
- Diagnostic testing performed including, if indicated: neuropsychological, neuro-ophthalmological, neuro-audiology and radiologic imaging, including MRI

Medical Standard

May be fit for unrestricted duties if all are true:

- No narcotic pain medications are required to control pain
- Normal neurological examination including neuro-ophthalmological and neuropsychological evaluations
- No history of seizures
- No functional impact on musculoskeletal, vision or ENT systems
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



Seizures Disorders

Neurologist with demonstrated knowledge in the current management of acute brain injury

Investigations and Reports for Consideration

- Neurological evaluation including cognition, hearing, vision, movement and strength
- Diagnostic testing performed including, if indicated: neuropsychological, neuro-ophthalmological, neuro-audiology and radiologic imaging, including MRI
- Medical assessment by a specialist on likelihood of future seizures
- Diagnostic testing and treatment of metabolic dysfunction if relevant

Medical Standard

May be fit for unrestricted duties if all are true:

- Seizure free period
 - 10 years (default);
 - 5 years (first seizure including two or more seizures in a 24-hour period);
 - 12 months (acute symptomatic seizures where the underlying brain or systemic metabolic dysfunction has been identified, corrected and the member is fully recovered and there are no residual complications)
- Compliant with treatment plan
- EEG conducted in the last six months has shown no epileptiform activity and no other EEG conducted in the last 12 months has shown epileptiform activity
- No functional impact on musculoskeletal, cardiovascular, vision or ENT systems
- Does not require treatment including anticonvulsants for a seizure disorder
- Meets the NTC Fitness to Drive Commercial Drivers Standard

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



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Cerebrovascular Disorders

Including transient ischaemic attack, subdural and intracerebral haemorrhages, stroke, arteriovenous malformations or aneurysm

Neurologist who specialises in treatment of CVA disorders

Investigations and Reports for Consideration

- Neurological evaluation including cognition, hearing, vision, movement and strength
- Diagnostic testing performed including, if indicated: cognition, neuropsychological, neuro-ophthalmological, neuro-audiology and radiologic imaging, including MRI
- Statement about the members compliance with treating Dr's advice regarding treatment or lifestyle changes

Medical Standard

May be fit for unrestricted duties if all are true:

- No residual impairment
- No functional impact on musculoskeletal, cardiovascular, or vision systems
- Neurologically normal on examination
- No risk for seizures and successfully completed the waiting period, if experienced a seizure
- Neurological evaluation indicates a treatable aetiology
- If AVM or aneurysm without haemorrhage
- Anticoagulants or anticonvulsant medications are not required
- Symptom free waiting period off anticoagulants and/or anticonvulsants
 - One year for those not at risk for seizures (cerebellum or brainstem vascular lesions)
 - Five years for those at risk for seizures (cortical or subcortical lesions).
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



Benign Brain Tumours

Neurologist or oncologist with demonstrated knowledge in the current management of benign brain tumours

Investigations and Reports for Consideration

- Neurological evaluation including all tests, treatments and current side effects of treatments
- Diagnostic testing performed including, if indicated: cognition, neuropsychological, neuro-ophthalmological, neuro-audiology and radiologic imaging, including MRI
- Results of diplopia and/or visual field testing (including eye suppression)

Medical Standard

May be fit for unrestricted duties if all are true):

- Recommended treatment completed (i.e. radiation and/or surgery)
- Successfully completed the appropriate minimum waiting period for post-surgical removal of a benign tumour
- Seizure free and is not on anticonvulsant or anticoagulant medications
- No neurological deficit or has a minor stable nonprogressive deficit that does not impact their ability to perform their duties
- Absence of diplopia and/or visual field deficit (including eye suppression)
- Imaging shows no tumour
- Movement and strength are sufficient to perform all duties
- Cognitive and visual functions are not impaired
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



VICTORIA POLICE

Progressive and Non-Progressive Neurological Diseases

Including dementia, Parkinson's disease, Huntington's disease, substance abuse related neurological symptoms.

Neurologist

Investigations and Reports for Consideration

- Neurological evaluation including cognition, hearing, vision, movement and strength
- Diagnostic testing performed including, if indicated: cognition, neuropsychological, neuro-ophthalmological, neuro-audiology and radiologic imaging, including MRI

Medical Standard

May be fit for unrestricted duties if all are true:

- Range of motion, strength and coordination sufficient to perform functions necessary for driving
- Cognitive functions necessary for assigned duties and driving are not impaired
- Does not have a diagnosis of dementia
- No musculoskeletal, psychiatric or visual impairments
- Any pain associated with the condition, and any medication used to treat condition, do not impair the functional abilities necessary to perform the inherent requirements of an operational police officer and protective services officer, including driving
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.



VICTORIA POLICE

Neuromuscular Disorders

Including Amyotrophic Lateral Sclerosis, Multiple Sclerosis, Myasthenia Gravis, Neuropathy, Myopathy)

Neurologist

Investigations and Reports for Consideration

- Neurological evaluation including range of motion, strength, coordination
- Diagnostic testing performed including, if indicated: cognition, neuropsychological, neuro-ophthalmological, neuro-audiology and radiologic imaging, including MRI

Medical Standard

May be fit for unrestricted duties if all are true:

- No residual impairment
- Symptoms are stable, mild and do not impair the ability to perform the inherent requirements of an operational general police officer and protective services officer
- Symptoms are well-controlled with non-sedating medications
- No functional impact on musculoskeletal, cardiovascular, endocrine/metabolic, auditory, respiratory or psychiatric systems
- Range of motion, strength and coordination are sufficient to perform the inherent requirements of an operational general police officer and protective services officer
- Pain associated with the disorder or treatment does not impair ability to perform duties the inherent requirements of an operational general police officer and protective services officer
- The nature and severity of the medical condition does not endanger the health and safety of the member, co-workers and the public.
- Meets the NTC Fitness to Drive Commercial Drivers Standard.

Impact on Job Performance

If the condition is not stable, then it may impact ability to meet cognitive, behavioural stability, strength and mobility.

If untreated and unstable, there is an increased risk of incapacitation.