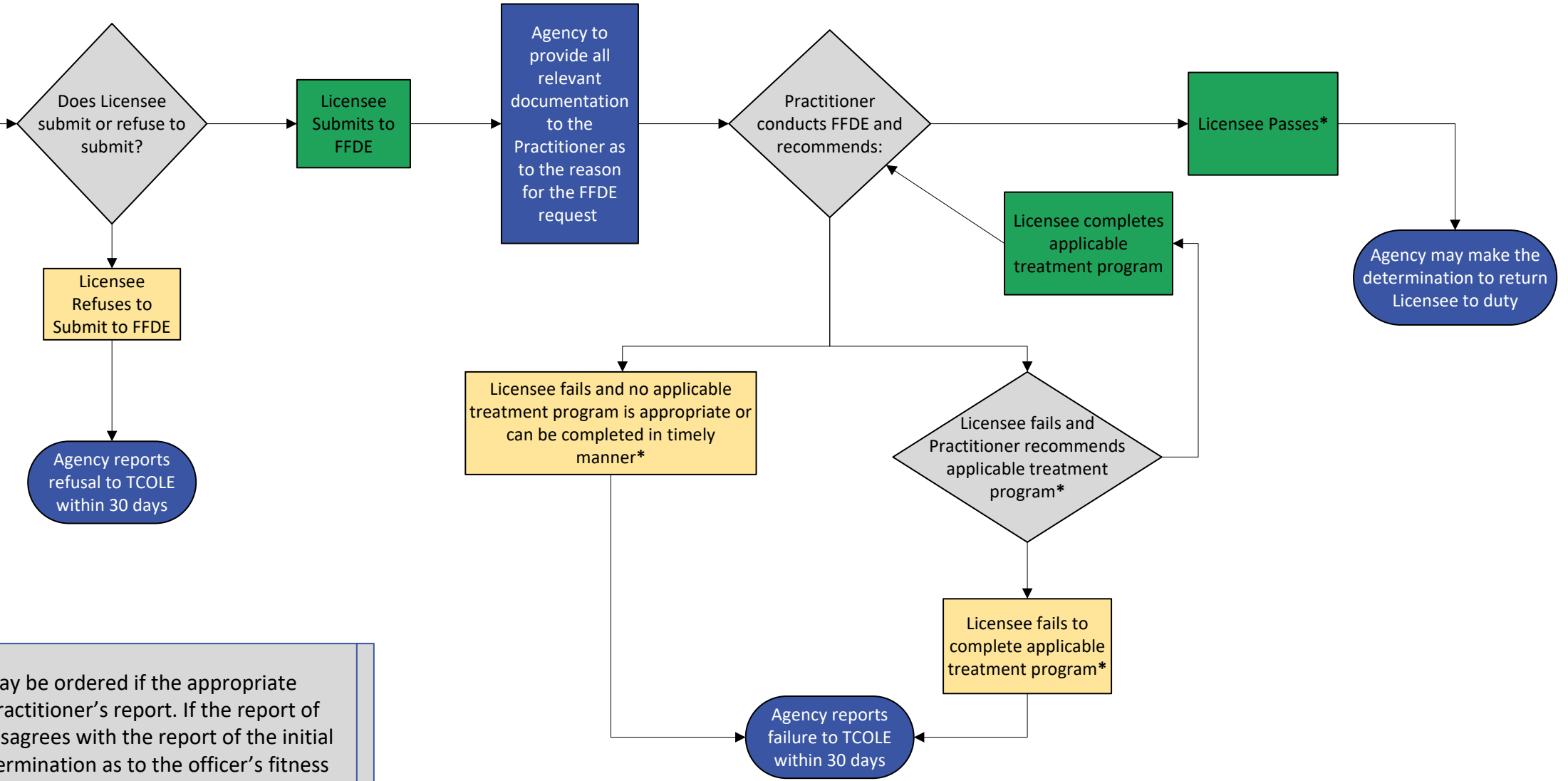


Fitness-for-Duty Examination (FFDE):

Agency receives evidence of medical or psychological fitness for duty (FFD) concern

If found to have just cause for FFD concern, Agency:

- 1) should immediately remove Licensee from duty under the authority of their license; and
- 2) requests FFDE by providing the TCOLE FFDE form to the Licensee not later than 10 business days before the deadline to submit to the FFDE



*A second examination may be ordered if the appropriate authority questions the practitioner's report. If the report of the second practitioner disagrees with the report of the initial practitioner, the final determination as to the officer's fitness shall be decided in accordance with agency policy.