

SAN LUIS OBISPO COUNTY EMERGENCY MEDICAL SERVICES AGENCY  
PREHOSPITAL POLICY

Policy Reference No: 309  
Effective Date: 7/1/10  
Supersedes: 1/17/08

SUBJECT: PREHOSPITAL PERSONNEL INVESTIGATION AND DISCIPLINARY  
PROCESS

PURPOSE

To identify guidelines for investigating and taking disciplinary action in relation to EMT certification and Paramedic accreditation in San Luis Obispo County.

AUTHORITY

- A. California Health and Safety Code, Division 2.5.
- B. California Code of Regulations, Title 22, Division 9.
- C. Firefighter Procedural Bill of Rights Act, California Government Code 3250 – 3262.

DEFINITIONS:

- A. Accreditation: A document that attests that a currently licensed Paramedic meets local criteria to provide ALS patient care; this care is provided under the direction of the EMS Agency Medical Director in accordance with local scope of practice.
- B. Certificate: A document issued to an individual denoting competence in the named area of prehospital service. (§1797.61)
- C. Emergency Medical Technician (EMT): An individual trained in prehospital and Basic Life Support (BLS) skills that possesses a valid Emergency Medical Technician (EMT) Certificate as prescribed by local and state regulations. (§1797.80)
- D. Emergency Medical Services Agency (EMS Agency): The agency having primary responsibility for administration of emergency medical services in San Luis Obispo County. (§1797.94)
- E. Recommended Guidelines for Disciplinary Orders and Conditions of Probation: California Emergency Medical Services Authority's Recommended Guidelines for Disciplinary Orders and Conditions of Probation and Recommended Guidelines for Disciplinary Orders and Conditions of Probation for EMT (Basic) and Advanced EMT (EMT-II).

- F. Relevant Employer: A public safety agency or an ambulance provider permitted by the California Highway Patrol.

## POLICY

- A. When an allegation involving an EMT certification is validated, the following shall be conducted according to the California Code of Regulations, the California Health and Safety Code, Recommended Guidelines for Disciplinary Orders and Conditions of Probation and The Firefighter Procedural Bill of Rights Act:
1. When an EMT is employed by a relevant employer, the relevant employer may conduct an investigation, determine cause for disciplinary action and make a recommendation to the EMS Agency Medical Director about certification action.
  2. When an EMT is not employed by a relevant employer or when a relevant employer does not conduct an investigation, the EMS Agency may conduct an investigation, determine cause for disciplinary action and make a recommendation to the EMS Agency Medical Director about certification action.
  3. Certification action may include denial, revocation, suspension or probation.
  4. When an EMT is employed by a public safety fire agency, disciplinary proceedings shall be conducted in accordance with The Firefighter Procedural Bill of Rights Act.
  5. The EMS Agency shall assure that EMTs subject to certification action are appraised of their right to due process.
- B. Investigations and disciplinary actions relating to Paramedic accreditation shall be conducted in accordance with the California Code of Regulations, the California Health and Safety Code, Recommended Guidelines for Disciplinary Orders and Conditions of Probation and The Firefighter Procedural Bill of Rights Act.