

<p><b><u>Guideline Name:</u></b></p> <p>Experienced Paramedic FTEP Policy</p>		<p><b><u>Department:</u></b></p> <p>Orange County Emergency Services</p>
<p><b><u>Effective Date:</u></b></p> <p>01/05/2021</p>	<p><b><u>Issued:</u></b> 01/05/2021</p> <p><b><u>Revised:</u></b> 09/08/2021</p>	<p><b><u>Approval:</u></b></p>  <p>Kim Woodward, EMS Operations Manager</p>

## Purpose

Orange County Emergency Services EMS system recognizes that experienced paramedic providers do not require the same amount of training as newer personnel. These experienced paramedics often require less field training, but no pathway currently exists to accelerate their release process. Orange County Emergency Services EMS system shall use a different pathway for these providers to accelerate their release process into the field to resolve staffing problems while confirming their level of competency and meeting existing training requirements.

The purpose of this document is to provide a guideline for the process by which an experienced paramedic who:

1. Has 5 years of experience as a paramedic in North Carolina and;
2. Has spent a total of 5 years in EMS system(s) with no fewer than 15,000 calls per year; shall proceed through the Field Training and Evaluation Process (FTEP).

## Scope

This guideline applies to:

- All Paramedic cadets of the Orange County Emergency Services EMS system that meet the criteria above.
- All Orange County Emergency Services EMS personnel involved in Field Training.

## Definitions

**Cadet** – Any person who is hired into the Orange County Emergency Services EMS system who has not received a Release to Independent Practice Letter at the level of paramedic.

**Field Training Officer (FTO)** – A paramedic level provider who holds the position of Field Training Officer in Orange County.

**Field Training and Evaluation Program (FTEP) Coordinator** – Role assigned to an employee of the Orange County Emergency Services EMS division who supervises the cadets during the field training process.

**Indirect Precepting** – Precepting that takes place in which the cadet assumes patient care during transport of an ALS patient under the indirect guidance of a preceptor or FTO.

**New Employee Orientation (NEMO)** – An introductory instructional period for employees who have not previously been an employee of Orange County Emergency Services Emergency Medical Services division.

**Paramedic** – Any person who is hired as a paramedic, be it full time or temporary.

**Preceptor** – Any released person at the paramedic level who has been approved to train cadets in accordance with the EMS Preceptor Qualifications and Responsibilities policy. The preceptor shall not be in a medical investigative status or have received any disciplinary actions in the past 12 months.

**Probationary Indirect Precepting** – The first 72 hours of Indirect Precepting. Any patient who falls under a destination plan in which the hospital is notified of an alert is exempted from probationary indirect precepting.

**Remediation** – A course of action issued by the FTEP Coordinator or FTO to remedy a known deficit or problem.

**Third Rider Precepting** – Precepting under the direct oversight of an FTO or preceptor.

## Process

The Cadet will begin the Experienced Paramedic process after:

- a. Successfully completing an Orange County Emergency Services NEMO class and;
- b. Validation of required experience has been confirmed by the FTEP Coordinator or their designee.

The Cadet shall be issued a Field Training Officer (FTO) and an alternative preceptor of similar experience to the Cadet. Shift assignments shall be issued and approved by the FTEP Coordinator and posted on eSchedule.

### Timeframe

The cadet will be initially scheduled for the following:

- Phase 1/2 – 120 hours (5 24 hour shifts or 10 12 hours shifts) total
- Phase 3 – 144 hours (6 24 hour shifts or 12 12 hour shifts)

Phase 1 and 2 are combined, with competencies and tasks for both phases being completed concordantly. Benchmarks for Phase 1/2 are as follows:

- 72 Hours – Completed required driving competencies, mileage, and transports. Schedule driver testing.
- 120 Hours – Completed Phase 2 competencies. Schedule Phase 2 Testing.

Phase 3 shall consist of 144 hours of training in the second provider role. The initial 72 hours shall be completed with the cadet leading any ALS calls that do not meet destination criteria and with approval of the preceptor. Final 72 hours shall consist of the cadet leading all calls with approval of the preceptor.

Benchmarks are as follows:

- 72 Hours – Completed Probationary Indirect Precepting with a positive recommendation by FTO.
- 144 Hours – Completed FTEP. Schedule mock oral boards and oral boards with the Medical Director.

### Testing

Upon recommendation of FTO, the cadet shall be eligible and complete the following testing:

Phase 1/2:

- Driver Testing
- Phase 1 Scenario Testing
- Protocol and Pharmacology Test
- ECG Test including rhythm and 12 Lead recognition
- Medical Director administered Integrated Out-of-Hospital Scenario.

Phase 3:

- Mock Oral Boards
- Oral Boards

### Remediation

#### Phase 1/2:

- The FTO may extend the cadet's training by no more than 120 hours after consultation with the FTEP coordinator without placing a cadet on a Performance Improvement Plan (PIP). Further extensions of Field Training shall include a Performance Improvement Plan, the time of which is subject to approval by EMS administration.

#### Phase 3:

- No extensions are given without the written approval of the FTEP Coordinator. Failure to successfully complete any portion of testing or achieve the benchmarks noted above shall result in remediation of the Cadet. The Cadet shall be issued a Performance Improvement Plan, the time of which is subject to approval by EMS administration.

The Cadet may be issued a Performance Improvement Plan at the discretion of the FTEP Coordinator or their designee at any point in their Field Training.