

Standards Policy: Orange County EMS System Provider Reentry



Purpose:

Providers engaging in patient care are responsible for demonstrating competency in both skills and knowledge of OCEMS protocols and procedures. This policy ensures that all providers who are unable to function in their primary role because of, but not limited to: illness, injury, military leave, reassignment, FMLA, or other condition during which the practitioner remained employed or has employment reinstated by Orange County, has a smooth transition back to independent practice, and to give structure to individualized reentry plans. The purpose of this policy is to assure excellence in patient care for the residents and visitors in Orange County.

Policy:

Providers must meet these criteria (determined by the elapsed time the provider was separated from Orange County EMS in a response capacity) before being reinstated as an independent practitioner:

3 months or less: Completion of all classroom lecture, Continuing Education, and Target Solutions Assignments that were missed or assigned prior to return to work.

Greater than 3 months to 6 months: Completion of all classroom lecture, Continuing Education, and Target Solutions Assignments that were missed. Complete a minimum of 72 - 144 hours, with an assigned Preceptor. During that time, the Preceptor is responsible for ensuring that the provider is competent in their role as a practitioner. The assigned Preceptor will make a recommendation to the EMS Training Bureau when the provider has demonstrated competency and is ready to return to independent duty.

Greater than 6 months to 12 months: Completion of all classroom lecture, Continuing Education, and Target Solutions Assignments that were missed. Complete all annual competency skills. Complete, at a minimum, 168 - 336 hours with an assigned Preceptor. During that time, the Preceptor is responsible for ensuring that the provider is competent in their role as a practitioner. The assigned Preceptor will make a recommendation to the EMS Training Bureau when the provider has demonstrated competency and is ready to return to independent duty. Upon recommendation from the assigned Preceptor, a meeting will be held with the EMS Training Bureau, primary Preceptor, and the Provider. Upon completion of the meeting, the provider must successfully complete the current protocol test assigned by the EMS Training Bureau.

Greater than 12 months: Full reentry into the FTEP program; including skills, scenario testing, TSOPs and Oral Boards. During that time, an assigned Preceptor is responsible for ensuring that the provider is competent in their role as a practitioner. The assigned Preceptor will make a recommendation to the EMS Training Bureau when the provider has demonstrated competency and is ready to return to independent duty.

Providers who require supervised practice with an assigned Preceptor are only permitted to engage in patient care under the direct supervision of a preceptor, and will have documentation of their performance completed in a Daily Observation Report.

Procedure:

When the authorization to return to work is received, the EMS Training Bureau determines what credentialing requirements must be completed prior to returning to duty. The EMS Training Bureau will verify the provider's State certification and official time separated from OCEMS in a response capacity. EMS Training Bureau will then develop the provider's reentry plan in conjunction with the EMS Quality Assurance in accordance with this policy and meet with the provider to review and enact the plan.

Inability to complete the assigned reentry plan, or related job performance conduct, will result in disciplinary action in accordance with the Orange County Personnel Ordinance.