



North Region EMS System

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Title	Fitness for Duty: Felony, Controlled Substance Abuse	
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Purpose To provide an environment for safe patient care.

- Policy**
- 1) All applicants for any license permit or certification shall fully disclose any and all felony convictions in writing to the EMS System Resource Hospital at the time of initial application or renewal.
 - a. All license, permit and certificate holders shall report all new felony convictions to the EMS System Resource Hospital EMS-MD/System Coordinator within seven (7) days after the conviction.
 - 2) The use, sale, purchase, transfer, theft or possession of an illegal drug is a violation of the law. "Illegal drug" means any drug which is; not legally obtainable or, legally obtainable but was not legally obtained. The term "illegal drug" includes prescription drugs not legally obtained and prescription drugs legally obtained but not being used for prescribed purposes. Anyone in violation of illegal drug activities shall be referred to the appropriate law enforcement agency.
 - 3) Substances are defined as, but are not limited to, alcoholic beverages, narcotics, stimulants, controlled substances, legal, illegal, and over the counter drugs.
 - 4) Use, sale, dispensing or possession of the defined substances while on duty on behalf of the EMS system is prohibited.
 - 5) Substance abuse by System providers while on duty will be grounds for suspension. The EMS-MD/System Coordinator reserve the right to immediately suspend from function any EMS provider who is or appears to be in violation of this policy. The EMS provider's employer will be notified immediately. See Discipline-Suspension policy.
 - 6) EMS System Provider Agency
 - a. Shall have a policy addressing substance abuse and felony conviction by EMS personnel while on or off duty. The policy will accompany the provider's letter of participation, will be reviewed by the EMS-MD/System Coordinator and will be submitted as part of the EMS System Plan to IDPH.
 - b. Upon notification by the EMS provider agency of impaired EMS personnel, the EMS-MD may subject the individual to immediate suspension of EMS privileges and notify IDPH of the suspension.
 - c. Prior to returning to duty, any individual removed from duty by their employer for documented reasons of impairment, must have documentation forwarded to the EMS-MD that they are medically and psychologically capable of resuming EMS privileges. IDPH will be notified of the re-instatement.



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- d. Any rule that requires drug testing as a condition for licensure which conflicts or duplicates a provision of a collective bargaining agreement should not apply to any person covered by that collective bargaining agreement.

7) EMS System Personnel

- Reporting for duty while under the influence of alcoholic beverages, narcotics, stimulants, controlled substances or other drugs that impair judgment/performance will not be tolerated.
- EMS System personnel observing signs of substance abuse by EMS providers are responsible for reporting their observations to the EMS System immediately.
- If hospital staff believe that any EMS providers behavior suggests that judgment or performance is compromised for any reason or is in violation of this policy, the EMS-MD/System Coordinator are to be notified immediately.
- The EMS-MD/System Coordinator will contact the participant's employer and request immediate removal from patient care activities and suspension of EMS privileges will be initiated.

- 8) With the exception of information required by a Local System Review Board, all information will be handled in strictest confidentiality.

References

<http://www.ilga.gov/commission/jcar/admincode/077/077005150A01900R.html>

Evert Gerritsen
EMS System Administrator/Coordinator

Michael I. Peters, MD
EMS Medical Director

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