

FITNESS FOR DUTY

POLICY: To provide drug-free work force and assure a safe, healthy, efficient working environment for all. In addition, to provide access, without fear of punishment, to recovery for those possessing the disease of alcoholism and/or chemical dependency and having a desire to recover.

AUTHORITY: Health and Safety Code, Division 2.5, Section 1798.200 and 1798.205

DEFINITIONS:

1. **Drug:** Includes alcohol, legal and illegal drugs.
2. **Certification:** Includes certification and accreditation.
3. **Provider:** Refers to an individual certified or accredited by Nor-Cal EMS or any other local EMSA.

PURPOSE:

1. In order to maintain the vital interests of the above mentioned purposes, no prehospital care provider will be under the influence of a drug in the workplace during duty hours. Furthermore no provider will be under the influence of a legally obtained drug while on duty to the extent that such use or influence may impair the ability of the provider; affect the safety of coworkers, patients or bystanders; impair the providers job performance; or the safe or efficient operation of prehospital equipment.
2. In the event a provider is found to be under the influence or impaired, such findings will be reported to the Nor-Cal EMS Medical Director or the CQI Director. If the provider voluntarily enters into a Monitored Treatment Program (MTP) through their employer, the employer must notify Nor-Cal EMS Medical Director or the CQI Director within seventy-two (72) hours.
3. If the provider has already been through an MTP, the Nor-Cal EMS Medical Director or his/her designee will be notified.
4. If the provider is not already in an MTP, the Medical Director may offer that option to the provider if all parties agree. If the provider refuses an MTP, the medical Director will initiate a certificate review in accordance with the **Certification/Accreditation Review Process** Policy.

PROCEDURE:

1. The event is reported to the Nor-Cal EMS Medical Director or CQI Coordinator. Dependent upon the details supplied, the Medical Director may place the provider's certificate on immediate suspension.
2. The Nor-Cal EMS CQI Coordinator will conduct a preliminary investigation and report the findings to the Medical Director.
5. The Medical Director will make a decision between certificate review or MTP. If a certificate review is chosen, refer to the **Certification/Accreditation Review Process** Policy.
6. If the MTP is selected:
 - a) A contract (See Appendix A) will be sent to the involved parties for signature. The contract can be modified for specific situations with approval from the Nor-Cal EMS Medical Director.
 - b) The MTP staff will be selected; the CQI Coordinator for Nor-Cal EMS will be the MTP Coordinator.
7. Once the MTP contract is signed, the MTP will be implemented. If the provider's certificate was placed on suspension, it will be changed to probationary status until the contract is satisfied. If the terms of the contract are complied with, the probationary status will be removed and no further action will be taken.
8. If the Contract is violated, the contract may be adjusted or the Medical Director may revoke the certificate.
9. All information obtained during the implementation of any or all parts of this policy will be strictly confidential, limited to only the MTP staff, County Health Officer and Nor-Cal EMS Medical Director and CQI Coordinator.

