



# Emergency Medical Services Agency Prehospital Care Manual **Policy 106**

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## **PERSONNEL INVESTIGATION AND DISCIPLINE**

**Effective Date**                      October 1, 2008  
**Replaces**                              January 22, 2007

### **Resources**

[Professional Standards: Investigation and Enforcement](#)  
[Unusual Occurrence Report](#)

### **I. Purpose**

To identify standard methods to be used by the Agency when investigating and imposing disciplinary action in relation to prehospital care providers.

### **II. Procedure**

The Agency will utilize established guidelines to ensure the uniform investigation and enforcement of prehospital providers, to include the following processes outlined below and in the Professional Standards Investigation and Enforcement Guide (EMS-810).

- A. Disciplinary proceedings for non-public agency firefighter EMTs shall be conducted in accordance with Title 22, Chapter 6 of the California Code of Regulations.
- B. Disciplinary proceedings for public agency firefighter EMTs shall be conducted in accordance with "The Firefighter Procedural Bill of Rights Act (California Government Code 3250-3262).
- C. If at any time during the review or investigation, the Medical Director determines that the facts support placing a certificate holder on probation or denying, suspending or revocating a certificate, the Medical Director may convene an investigative review panel (IRP).
- D. The IRP will assess all information on the matter in order to establish the facts of the case and make a written report of its findings and recommendations to the Medical Director.

- E. Paramedic licensure actions (i.e.: immediate suspension) shall be performed in accordance to California Health and Safety Code 1798.202.
- F. Notification to the EMS Authority shall be made on Form EMSA-CRI. If the final action is a recommendation to the EMS Authority for disciplinary action of a paramedic license, a summary to Section 1798.200 of the Health and Safety Code and all documentary evidence, relative to the recommendation, collected by the Medical Director, shall be forwarded to the State EMS Authority.
- G. Request for discovery, petitions to compel discovery, evidence and affidavits in the IRP shall be followed pursuant to the Administrative Procedures Act (Government Code, Title 2, Chapter 5, Sections 11507.6, 11506.7, 11513, 11514).