



**REGION 11  
CHICAGO EMS SYSTEM  
POLICY**

Title: Fitness for Duty
Section: EMS Personnel
Approved: EMS Medical Directors Consortium
Effective: January 1, 2010

**FITNESS FOR DUTY**

- I. All ambulance service providers in the Region 11 EMS System must have a policy to deal with EMS personnel who are suspected to be impaired while on duty.
- II. Prior to returning to duty, any individual removed from duty by his/her employer for documented reasons of impairment, must have documentation forwarded to the EMS Medical Director (EMSMD) that he/she is medically and psychologically capable of resuming participation.
- III. 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.
- IV. Each ambulance service provider shall have a policy addressing substance abuse and felony conviction by system personnel while on or off duty. The policy will accompany each ambulance service provider's letter of participation, will be reviewed by the EMSMD or designee, and will be submitted as part of the EMS System Plan to the Illinois Department of Public Health (IDPH).
- V. Upon notification by the ambulance service provider of impaired EMS personnel, the EMSMD may subject the individual to immediate suspension from system participation and notify IDPH of the suspension.
- VI. System participation may be reinstated upon EMSMD notification of involvement with an EAP which satisfies the employer's requirements for return to duty. IDPH will be notified of the re-instatement.