



**REGION 11
CHICAGO EMS SYSTEM
POLICY**

Title: Suspension

Section: EMS Personnel

Approved: EMS Medical Directors Consortium

Effective: April 1, 2012

SUSPENSION

- I. THE EMS MEDICAL DIRECTOR (EMSMD) OR DESIGNEE MAY SUSPEND FROM MEDICAL PARTICIPATION WITHIN THE SYSTEM ANY INDIVIDUAL EMS PERSONNEL OR INDIVIDUAL AMBULANCE SERVICE PROVIDER WITHIN THE SYSTEM CONSIDERED NOT TO BE MEETING THE STANDARDS OF THAT APPROVED SYSTEM. DUE PROCESS WILL BE AFFORDED PRIOR TO SUSPENSION, UNLESS CONTINUED PRACTICE WOULD CAUSE IMMINENT HARM TO PATIENTS. Any suspension must be based on one or more of the following:
- A. Failure to meet the education and training requirements prescribed by the state or EMSMD;
 - B. Violation of the EMS Act or any rule or regulation promulgated under the Act;
 - C. Failure to maintain proficiency in the provision of basic or advanced life support services;
 - D. Failure to comply with the provisions of the Region 11 EMS System Protocols and Policies;
 - E. During the provision of emergency care, engaging in dishonorable, unethical, or unprofessional conduct of a character likely to deceive, defraud or harm the public;
 - F. Intoxication or personal misuse of any drugs or the use of intoxicating liquors, narcotics, controlled substances, or other drugs or stimulants in such a manner as to adversely affect the delivery, performance or activities in the care of patients requiring medical care;
 - G. Intentional falsification of any medical reports or orders, or making misrepresentations involving patient care;
 - H. Abandoning or neglecting a patient requiring emergency care;
 - I. Unauthorized use or removal of narcotics, drugs, supplies, or equipment from any ambulance, health care facility, institution or other work place location;
 - J. Performing or attempting emergency care, techniques or procedures without proper permission, licensure, training or supervision;
 - K. Discrimination in rendering emergency care because of race, sex, creed, religion, national origin or ability to pay;
 - L. Medical misconduct or incompetence or a pattern of continued or repeated medical misconduct or incompetence in the provision of emergency care;
 - M. Violation of the system's standards of care;
 - N. Physical impairment to the extent the individual cannot physically perform the emergency care and life support functions for which the individual is licensed, as verified by a physician,



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unless the person is on inactive status pursuant to Illinois Department of Public Health (IDPH) regulations; or

- O. Mental impairment to the extent that the individual cannot exercise the appropriate judgment, skill and safety for performing the emergency care and life support functions for which the individual is licensed, as verified by a physician, unless the person is on inactive status pursuant to IDPH regulations.
- P. Conviction of and Illinois Class X, Class 1 or Class 2 felony or out-of-state equivalent.
- Q. Failure to report a felony conviction to the assigned Resource Hospital within seven (7) days after the conviction.

II. PROCESS:

- A. All suspensions related to failure to attend mandatory continuing education modules shall be accompanied by written notice, hand delivered or via regular mail to the suspended participant from the EMSMD (all mailings will be considered delivered unless returned). A copy of the suspension notice shall also be forwarded to the provider's employer.
- B. Such notice shall include a statement describing the reason(s) for the suspension and the terms of the suspension.
- C. The suspended participant shall have the opportunity to request a review of the suspension by a board designated by the System, or directly to the State EMS Disciplinary Review Board for medical related immediate suspensions.
- D. The EMS Personnel's employer will be immediately notified of a suspension from system medical participation; see policy - System Review Board. If EMS personnel from the Chicago Fire Department (CFD) are suspended from system medical participation, CFD policies may be imposed as a condition of employment.
- E. If an immediate suspension is warranted*, Resource Hospital documentation must be submitted to the Illinois Department of Public Health (IDPH) within 24 hours after the start of suspension. The suspended participant may also submit relevant material to IDPH within that same period of time.

* Criteria for an immediate suspension (from the State of Illinois EMS Act, Section 515.420): An EMS MD may immediately suspend an individual, individual provider or other participant if he or she finds that the information in his or her possession indicates that the continuation in practice by an EMT or other provider would constitute an imminent danger to the public. The suspended EMT or other provider shall be issued an immediate verbal notification followed by a written suspension order to the EMT or other provider by the EMS MD which states the length, terms and basis for the suspension.

- F. For immediate suspensions, the suspended participant has the right to bypass the system



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review board and go directly to the State EMS Disciplinary Review Board.

- G. For suspensions which do not include a finding by the EMSMD of an imminent danger to the public, the EMSMD shall issue a written notice to the EMS personnel, ambulance service provider or other system participant which includes a statement describing the reason(s) for suspension, the terms of the suspension, and the opportunity for a hearing before the system review board prior to the commencement of the suspension.