



PERSONNEL INVESTIGATION AND DISCIPLINE

Effective: September 12, 2014
Replaces: July 1, 2010
Review: November 12, 2017

Resources:
Investigation and Enforcement Guide

I. Purpose

The purpose of this policy is 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 laws and regulations to ensure the uniform investigation and enforcement of prehospital providers, to include the following processes outlined below and in the Investigation and Enforcement Guide:

- A. Disciplinary proceedings for non-public safety agency personnel EMTs shall be conducted in accordance with Title 22, Chapter 6 of the California Code of Regulations (CCR).
- B. Disciplinary proceedings for public safety agency personnel (Peace Officer/Firefighter) EMTs shall be conducted in accordance with both Title 22, Chapter 6 of the CCR and "The Firefighter Procedural Bill of Rights Act" (California Government Code 3250-3262).
- C. A Relevant Employer, as defined in Title 22, Chapter 6 of the CCR (an ambulance service permitted by the Department of the California Highway Patrol or a public safety agency) may conduct investigations and determine cause for disciplinary actions, including recommendations to the Santa Clara County EMS Agency's Medical Director (EMS Medical Director) to take actions against a holder's certificate that may include denial, suspension, revocation, or placing certification on probation.
- D. The EMS Medical Director may take disciplinary actions of denial, probation, suspension, or revocation of a certificate after conducting

investigations to validate allegations for disciplinary cause when the certificate holder is not an employee of a relevant employer; or the relevant employer does not conduct an investigation; or the EMS Medical Director makes the determination that the discipline imposed by the relevant employer was not in the accordance with the Model Disciplinary Orders, as defined in Title22, Chapter 6 of the CCR (the Recommended Guidelines for Disciplinary Orders and Conditions of Probation) and the conduct of the certificate holder constitutes grounds for certification actions.

- 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 State EMS Authority shall be made by the EMS Agency by directly entering any certification actions into the Central Registry. 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.