PURPOSE

To protect the safety of the public and other employees, yet safeguard the rights of the individual employees in regards to abuse of controlled substances / alcohol by EMS personnel.

MISSION / VALUES RATIONALE

This policy is aligned with the Mission and Values for Presence Health. Our mission calls us to provide compassionate, holistic care with a spirit of healing and hope for all persons in the communities we serve. Our ministry is an enduring sign of our Core Values of HOPE, to instill us with integrity, inspire us to interconnect with each other, encourage us to honor diversity and dignity of each individual and empower us to always strive for exceptional performance to our patients/residents and to best serve those in need.

SPECIAL INSTRUCTIONS/FORMS TO BE USED

N/A

PROCEDURE

IN order to protect the safety of the public and other employees, yet safeguard the rights of individual employees, drug and alcohol testing shall be conducted as follows:

I. As per the Presence St. Mary’s Hospital Reasons for System Participation Suspensions, any unauthorized use or removal of narcotics while on duty is grounds for immediate suspension.

II. The EMSS Medical Director or the EMSS Coordinator must be notified immediately if there is any suspicion of alcohol or substance abuse.

III. The EMSS Medical Director or EMSS Coordinator may order an individual system provider to submit to blood or urine tests when there is reasonable suspicion to believe the individual is under the influence of alcohol or controlled substances.

IV. System providers ordered to submit to drug and alcohol tests shall promptly comply with the order, whether or not they believe that just cause for the order exists. Refusal to submit to such tests will result in immediate suspension.
V. If the EMT is found to have alcohol in the blood at any level or controlled substances not prescribed for them by their physician, the EMT will be immediately suspended.

Kevin Bernard  
Department Leader  
DATE: 03/29/2019

NOTE: Policies with original signatures are on file in Administration.