

DEPARTMENT OF HEALTH & SOCIAL SERVICES
Public Health Division

GERALD HUBER
Director

EMERGENCY SERVICES BUREAU
355 Tuolumne Street,
Suite 2400, MS 20-240
Vallejo, CA 94590



SOLANO
COUNTY

PRANAV SHETTY, MD, MPH
EMS Agency Medical Director

BENJAMIN GAMMON, EMT-P
Interim EMS Agency Administrator

(707) 784-8155
www.solanocounty.com

POLICY MEMORANDUM 3420

Implementation Date: August 1, 1991
Revised Date: August 1, 2022
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REVIEWED/APPROVED BY:

A blue ink signature of Pranav Shetty, MD, MPH.

PRANAV SHETTY, MD, MPH, EMS AGENCY MEDICAL DIRECTOR

A blue ink signature of Benjamin Gammon, EMT-P.

BENJAMIN GAMMON, EMT-P, INTERIM EMS AGENCY ADMINISTRATOR

SUBJECT: PARAMEDIC PRECEPTOR – ROLES & RESPONSIBILITIES

AUTHORITY: HEALTH AND SAFETY CODE, DIVISION 2.5, SECTION 1797.220 and CALIFORNIA CODE OF REGULATIONS, TITLE 22, DIVISION 9, ARTICLE 2, CHAPTER 4, SECTION 100150.

PURPOSE/POLICY:

To establish a means for designating Paramedic Preceptors and criteria for evaluation of interns, candidates, and paramedics that require monitoring.

I. ROLE OF PARAMEDIC PRECEPTOR

- A. Solano County Emergency Medical Services (EMS) Agency shall designate Paramedics as preceptors who shall monitor and evaluate:
 - 1. The performance of Paramedic students performing internship requirements of their Paramedic program.
 - 2. Paramedics undergoing pre-accreditation evaluation to be able to become a Solano County Accredited Paramedic.
 - 3. Solano County Accredited Paramedics identified by the Quality Assurance (QA) process as needing in-service education and/or probationary monitoring as required by the EMS Agency Medical Director.
- B. Solano County Advanced Life Support (ALS) Providers may elect Paramedics employed by them to become Designated Paramedic Preceptors following the steps outlined in Section II of this policy.

- C. Upon the implementation of this policy, all current Designated Paramedic Preceptors will keep their status, with tier requirements removed, until the expiration of their current Solano County EMS Paramedic Accreditation.

II. PREREQUISITES FOR DESIGNATION OF PRECEPTOR

- A. Paramedic must be currently accredited in Solano County as a Paramedic and be in good standing with Advanced Life Support (ALS) Provider and EMS Agency current audit review mechanisms;
- B. Paramedic shall demonstrate field experience in Solano County as an Accredited Paramedic for at least two (2) years **OR** one (1) year as a paramedic in another 9-1-1 system and one (1) year in Solano County;
- C. Paramedic must have a course completion certificate for a basic Preceptor Training Workshop from a preceptor program approved by Solano County EMS within the last three months;
- D. Paramedic must have a written recommendation from his/her employer. This letter will be an attestation to speak of the Paramedic's abilities, knowledge, potential leadership skills, and they meet the above requirements. This letter will be submitted by the ALS Provider.

III. DESIGNATION

- A. After approval of all required documentation, applicants shall be granted Paramedic Preceptor Status by the Solano County EMS Agency for a period that runs concurrent with their Solano County Paramedic Accreditation.
- B. Preceptor status may be revoked by the EMS Medical Director at any time, after formally reviewing a written request from Base Hospital Liaison personnel, training institutes, ALS Providers, Physician's Forum, EMS Agency Staff, the Preceptor, or after review of the annual Designated Paramedic Preceptor Quality Improvement Review.
- C. Revocation of Paramedic Preceptor status shall follow due process, to include:
 - 1. Revocation recommendation with reason for revocation clearly identified by the petitioner, AND
 - 2. Preceptor interview with final outcome status to be under the purview of the EMS Agency Medical Director.

IV. REDESIGNATION

- A. A Designated Paramedic Preceptor may redesignate by completing a Renewal Paramedic Preceptor Redesignation Application (Attachment A) when reaccrediting as a Paramedic for Solano County as outlined in Policy 3400, Paramedic Accreditation/Reaccreditation Process Section II.
 - 1. If a Paramedic fails to meet the Paramedic reaccreditation criteria and Paramedic accreditation expires, the Paramedic's Preceptor Designation shall be forfeited and the Paramedic must reapply for Preceptor Designation using the initial designation process.

- B. An approved Paramedic Preceptor shall perform preceptor duties for at least one (1) Paramedic (accrediting Paramedic or Paramedic under review) or a paramedic student OR be a lead instructor for an EMS related educational endeavor per two-year period. The names of Paramedics or paramedic students and time periods of monitoring or name of educational endeavor shall be documented on the renewal application.
 - 1. If a Paramedic Preceptor is unable to perform instructional duties for at least one Paramedic (accrediting Paramedic or Paramedic under review) or a paramedic student or be lead instructor per two-year period, the Paramedic Preceptor shall do the following:
 - a. Submit a Renewal Paramedic Preceptor Redesignation Application (Attachment A) as outlined in Section (IV)(A) of this policy; AND
 - b. Retake a Preceptor Training Workshop from a preceptor program approved by Solano County EMS
- C. By not filing this application, the Paramedic Preceptor will forfeit Paramedic Preceptor Designation. The former Paramedic Preceptor may reapply at a later time using the initial designation process.
- D. A Designated Paramedic Preceptor may voluntarily request at any time to surrender his/her designation status. This request shall be submitted in writing to the EMS Agency and the Paramedic Preceptor's employer will be notified.
- E. For any reason, if an ALS Provider removes Designated Paramedic Preceptor status from a preceptor, the ALS Provider shall notify Solano County EMS Agency and provide written documentation and supporting evidence as to why this is occurring.

V. DESIGNATED PARAMEDIC PRECEPTOR QUALITY IMPROVEMENT REVIEW

- A. The ALS Provider shall conduct a quality improvement review annually including a critique of each Paramedic Preceptor's activities during the preceding year with special attention to:
 - 1. Review of all audits completed involving Paramedic Preceptor being reviewed;
 - 2. Review of all counseling sessions documented;
 - 3. Review of any Field Advisory Reports;
- B. The ALS Provider, after the annual Preceptor review, shall provide a summary of findings to Solano County EMS Agency. This summary is to include, but not be limited to:
 - 1. Number of times Preceptors were used and how many Paramedic field interns or Accrediting Paramedics each Paramedic Preceptor had in the preceding year;
 - 2. A sampling of feedback from Paramedic field interns and Accrediting Paramedics on each Paramedic Preceptor;
 - 3. Any issues with patient care witnessed by Paramedic Preceptors by the Paramedics being precepted;
 - 4. Any Field Advisory Reports (FAR) involving the Paramedic Preceptor;
 - 5. Any action taken against the Paramedic Preceptor by the ALS Provider.

- C. Any adverse action reported to the Solano County EMS Agency stemming from the Preceptor annual review may affect the Paramedic's Designated Preceptor status, including but not limited to: reeducation, suspension of the Preceptor Designation, and/or notification of action to the California State EMS Authority for further investigation.

VI. DOCUMENTATION

- A. Documentation of performance for Paramedic field interns shall be recorded on forms provided by the Paramedic training institutes and approved by Solano County.
- B. Documentation of performance for Paramedics awaiting accreditation, or probationary Paramedics, shall be recorded on Solano County Paramedic Performance Evaluation Form.
- C. Patient Care Reports (PCR) shall be utilized, as set forth in Solano County Policy 6100, Instructions for Completion of Patient Care Record. Both the Paramedic Preceptor and/or the Paramedic field intern shall sign and review the PCR prior to submission at the receiving hospital.
- D. Skills verification reports generated and documented through Electronic PCRs will be made available upon written request by the Paramedic Trainee. These will be mailed directly to the Training Instructor responsible for the requesting Paramedic field intern within 60 days of completion of the Paramedic Field Internship.

VII. RESPONSIBILITY OF THE PARAMEDIC PRECEPTOR

- A. It shall be the responsibility of the Paramedic Preceptor to allow or disallow patient contact and EMS intervention based on his/her perceptions as to the ability of the Paramedic (accrediting Paramedic or Paramedic under review) or paramedic student. The health and safety of the patient is always the paramount issue.
 - 1. If an incident should occur while performing patient care, the Paramedic Preceptor, as well as the Paramedic (accrediting Paramedic or Paramedic under review) or paramedic student, shall be reviewed under the QI processes of the ALS Provider Agency and the EMS Agency. The EMS Agency shall be notified of an incident through the FAR process within 48 hours of the incident.
 - a. If a paramedic student is involved with the incident, the paramedic student's Instructional Institution shall be notified of the incident for possible reeducation.

VIII. MINIMUM NUMBER OF PARAMEDIC PRECEPTORS PER PROVIDER SERVICE

- A. Each provider service shall maintain a minimum of one (1) Paramedic Preceptor for every ten (10) Paramedics employed to adequately provide for Paramedic preceptor responsibilities.
- B. ALS Providers shall submit to Solano County EMS Agency a list of active/approved Paramedic Preceptors annually, or upon request.
 - 1. Failure by the ALS Provider to submit a list of active/approved Paramedic Preceptors may result in the suspension of **ALL** Paramedic Preceptors until this documentation is received.

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