



Buxton Fire-Rescue

Administrative Policy

Subject: Emergency Medical Services (14)
Section/Number: Transition into Practice (3)
Date Approved: December 20, 2019



Not a signature

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Purpose:

To provide a standard transition in to practice model to support staff development after initial EMS licensure or advanced licensure.

Policy:

To provide newly licensed, or newly upgraded licensed staff with a field training opportunity to provide support while transitioning to their new or expanded EMS practice.

Procedure:

1. All newly licensed staff will be provided with a period in which they will work with an experienced provider or providers at or above their new EMS license level.
 - a. Initially, this period will be seven, 24-hour shifts or the equivalent
 - b. Each shift, the newly licensed staff will be assigned a preceptor who will act as a resource while the newly licensed staff will act as the primary provider
2. Additional staff will be assigned to the shift to ensure that the preceptor is not counted in the staffing total for the day.
3. Full-time, per-diem, and paid-on-call staff will be assigned shifts on the primary ambulance to satisfy their transition in to practice period.
4. After four 24-hour shifts, or equivalent, the staff member will meet with the EMS Deputy Chief to discuss their progress. At that time, a decision will be made to:
 - a. Complete the transition period as initially arranged,
 - b. Modify the transition period to have their partner, at or above their license level, be their support or have prearranged on call staff as support as needed, or
 - c. Terminate the transition into practice period as enough experiences have happened to support independent practice.
5. Once the staff member has transitioned into independent practice at their new license level, 100% of their calls will be subject to QI review for 3 months or until enough sample has been achieved to ensure competent independent practice.

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Original Approval Date: *December 20, 2019*
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