

JOB TITLE: EMT Paramedic	DEPARTMENT: EMS	POSITION OF SUPERVISOR: EMS Deputy Chief
FLSA STATUS: Hourly	ANTICIPATED HOURS PER WEEK:	EFFECTIVE DATE:

Position Summary: It is the role of the EMT-P in the USJHSD to assist in all aspects of providing the highest quality patient care possible. This would include providing direct patient care for those patients that fall under the EMT-P scope of practice and overseeing the care provided by EMT-Bs and EMT-Is. The EMT-P is also responsible for verifying that their assigned ambulance is mechanically sound and properly equipped at the start of their shift. The EMT-P may also be given other station duties or requested to provide training for staff as needed by the district. The EMT-P will be expected to maintain, in good standing, all certifications that are required by their job. It is also their responsibility, to the best of their ability, to foster and maintain professional relationships with other providers, staff, and patients. The EMT-P will be placed in the ALS Lead position. In this position they will be ultimately responsible for all aspects of patient care, provided by themselves or their partner, for the coordination of other responders on scene, and for the overall operation of the ambulance.

Qualifications: *At all times, the employee shall possess the following qualifications set forth below.*

Education/Training:	EMT-P national standard curriculum
Experience:	<ul style="list-style-type: none"> • Must have experience as a working as an EMT-P. Preferably in an operational setting, providing pre-hospital and interfacility care to sick and injured patients. Must have knowledge of clinical scope of practice skills, critical thinking and concepts of ALS pre-hospital patient care. • Prefer experience with providing patient care within scope of practice in dynamic settings requiring adaptability and high levels of awareness and critical thinking.
Special Skills, Licenses or Certifications:	<ul style="list-style-type: none"> • Current Colorado EMT-P certification • Current BLS ALS, and PALS certification • Basic computer knowledge • At all times be insurable by PSMC's auto policy and maintain a clean driving record; this includes without limitation, that employee shall at all times be free from charge(s), conviction(s), deferred judgement(s), no contest plea(s) or otherwise for any driving offense that is misdemeanor or felony including, without limitation, driving under the influence, reckless driving, felony speeding.
Language Skills:	<ul style="list-style-type: none"> • Demonstrates ability to read, write, and clearly express one's self in English 100% of the time • Additional languages preferred • Demonstrates ability to listen • Demonstrates ability to clearly conveys thoughts in speech and written word
Physical/Mental/Special Demands:	<ul style="list-style-type: none"> • Able to pass Fit for Duty evaluation. Able to initiate CPR 100% of the time • Must have fine motor skills 100% of the time. Ability to work and multi-task at a rapid pace with numerous interruptions 100% of the time. Good mental health • Demonstrate tact, versatility, and dependability

	<ul style="list-style-type: none"> • Ability to function independently. Ability to cope and remain calm in escalating situations • Must consistently demonstrate compliance with EMS competency evaluations • Able to lift, move, and/or position weights, patients <50 pounds, >50 pounds requires two person lift. • Hazards of the Job Include: Exposure to communicable disease. Verbal or physical abuse • Radiation and hazardous materials. Physical strain due to lifting, moving, and positioning patients and/or equipment. Potential exposure to blood and body fluids. Potential chemical exposure. Potential equipment and device / product hazards
Work Environment:	Work is performed with exposure to work stress, environmental stress, and frequent interruptions; noise level is moderate; work may involve exposure to blood, bodily fluids and communicable diseases; frequent communications, on a daily basis, with the general public, co-workers, vendors and patients.
Interstate EMS Personnel Licensing Compact – PRN Temporary Employees as applicable:	In the event of a local, regional, state and/or federal emergency declaration requiring additional EMS resources and the Compact has been approved for use by the EMS Compact Commission in response for personnel needs, providers with current unrestricted licensure in Compact member states may waive the requirement of a Colorado license if all conditions are met. All waivers related to this requirement will be supported by Interstate Commission for EMS Personnel Practice official documentation approving Compact use, and a copy of this documentation will included with affected personnel's human resources file.

Standard Job Requirements: At all times, employee shall satisfy the following requirements:

1. Adhere to and support PSMC’s Code of Conduct and WISER values.
2. Comply with **all** PSMC policies including, without limitation, timely attendance, code for dress and decorum, no conflicts of interest, no harassment, fragrance free, etc.
3. Comply with all PSMC and department procedures, rules and directives.
4. Establish and maintain effective working relationships with others (e.g., co-workers, supervisors, patients, visitors, vendors of PSMC and the general public).
5. Be courteous, respectful, honest, and solution-oriented in dealing with others.
6. Communicate accurately, clearly, and effectively both orally and in writing.
7. Possess excellent organizational skills and the ability to multi-task.
8. Work independently and perform the job with minimum supervision.
9. Checks email at least once daily when on shift.
10. Work effectively on PSMC/department team matters and recognize situations which require teamwork.
11. Maintain strict confidentiality of all patient matters and recognize situations where confidentiality should be maintained even if not legally required.
12. Respect the importance of compliance and quality programs and support the same.
13. Possess computer knowledge/skills and the ability to learn and adapt to new programs and software.
14. Participate in employee training, Disaster Preparedness and emergency events.
15. Perform other job duties, as assigned by a supervisor.
16. Employee shall, at all times, comply with PSMC’s Code of Conduct and PSMC policies.

Essential Duties, Functions and Responsibilities: *At all times, employee shall be able to perform the following essential functions of the job, with or without an accommodation, as set forth below.*

1. Demonstrates compliance with the uniform policy
2. Ability to adequately assess and reassess pain. Utilizes appropriate pain management techniques.
3. Performs as part of a team, showing initiative to participate in all daily functions
4. Able to accept constrictive criticism, and demonstrates a desire to improve.
5. Accepts new ideas or changes with enthusiasm
6. Assists in the triage and the evaluation of all patients
7. Understands chain of command, follows chain of command, and shows respect for superior officers.
8. Behavior indicates an understanding of Pagosa EMS Values and Mission
9. Physically able to perform all aspects of the job they are fulfilling
10. Addresses psychosocial needs of patient and family. Appropriately adjusts care for patients of all cultural and religious backgrounds.
11. Manages and operates equipment safely and correctly
12. Meets current documentation standards and policies and completes within their assigned shift.
13. Demonstrates the ability to assess patients and provide appropriate care within their scope of practice
14. Assists with orienting new staff members to the department.
15. Performs all aspects of patient care in a manner that optimizes patient safety and reduces the likelihood of treatment errors
16. Demonstrates a knowledge and use of all medications and IV fluids within their protocols.
17. Operates vehicles and equipment safely and correctly
18. Ability to function in a team lead situation
19. Accepts QA feedback with a positive attitude and applies new knowledge to future incidents.
20. Can perform all the standard job requirements.
21. Meets the qualifications as set forth herein.

Approved by:

(Supervisor – Signature)	(Title)	(Date)
	Human Resources Manager	
(Human Resources– Signature)	(Title)	(Date)

Receipt and Acknowledgment:

I acknowledge and understand that:

- This job description, and receipt and acknowledgment of this job description, does not imply or create a promise of employment or employment contract of any kind. I understand and acknowledge that my employment with Pagosa Springs Medical Center is “at will” and may be terminated by me or the employer at any time with or without cause.
- The job description provides a general summary and requirements of the position in which I am employed. At this time, I know of no limitations which would prevent me from performing these functions with or without accommodation. I further understand that it is my responsibility to inform my supervisor if, at any time, I am no longer qualified for my position and/or unable to perform the job requirements or essential functions of my job.
- Positions, job descriptions, duties, tasks, work hours, work requirements and qualifications may be changed at any time at the discretion of Pagosa Springs Medical Center.
- Acceptable job performance requires: (a) proper compliance with and completion of all aspects of the job description; and (b) compliance with PSMC policies, procedures, rules and directives.
- I have read and understand this job description.

(Print Employee Name)	(Employee Signature)	(Date)