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| TITLE: | Paramedic |
| REPORTS TO: | EMS Director |
| REVISED: | 9.21 |
| | See current organizational chart for oversight/administrative support information |

PRIMARY FUNCTION:

The Paramedics primary focus is to Advance Exceptional Care by providing advanced emergency medical care for critical and emergent patients who access the emergency medical system. This individual possesses the complex knowledge and skills necessary to provide patient care and transportation. Paramedics function as part of a comprehensive EMS response, under medical oversight. Paramedics perform interventions with the basic and advanced equipment typically found on an ambulance.

OUR MISSION:

We are dedicated to providing health and wellness to our communities with Compassionate, Respectful, Holistic, and Collaborative care.

OUR VISION:

Our care and patient focus make us the first choice for patients, families, providers, and employees.

QUALIFICATIONS:

Education and/or Experience

- High School Diploma or equivalent
- College Degree Preferred

Certificates, Licensure, Registrations

- Current Paramedic certification in the state of Iowa
- Current Class D or higher Iowa driver’s license
- Basic Life Support (BLS) (or willing to obtain within 60 days of employment)
- Mandatory Reporter of Iowa Certificates (Dependent Adult and Child Abuse) (or willing to obtain within 60 days of employment)
- Advanced Cardiac Life Support (ACLS) (or willing to obtain within 1 year of employment)
- Pediatric Advanced Life Support (PALS) (or willing to obtain within 1 year of employment)
- Neonatal Resuscitation Program (NRP) preferred

| Essential Job Duties and Responsibilities | |
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| 1. | <p>Performs evaluation/assessment of patients in an efficient and effective manner.</p> <ul style="list-style-type: none"> • Performs rapid primary surveys and accurate secondary surveys. • Operates communication equipment as prescribed by CRHC policy and all ordinances or laws. • Completes or assists in completing a full medical assessment including care and treatment within the Paramedic scope of practice of each patient under their care and records such findings on the appropriate documentation form. • Administers the correct Advanced Life Support (ALS) treatment or Basic Life Support (BLS) treatment. • Assesses and monitors pain. Uses and recommends appropriate pain management techniques. • Ensure patient advocacy by following patient's wishes. |
| 2. | <p>Assists as needed in the hospital and ER.</p> <ul style="list-style-type: none"> • Transports patients as requested. • Assists with basic patient care needs within scope of EMT certification. • Upon completion of triage competency, performs triage assessment for patients presenting to the ER for care, and effectively communicates findings with the ER staff. |
| 3. | <p>Attends emergency medical requests as they arise and renders basic and advanced emergency medical assistance to seriously ill or injured patients as required at the level of Paramedic Iowa Licensure.</p> <ul style="list-style-type: none"> • Performs initial assessment and management of illness or injury to emergency patients in accordance with specific protocol and procedure. • Prepares or assists in the preparation of patients for transport, ensuring compliance with emergency medical transport regulations, protocol and procedure. • Completes and transfers patient care information and records as per established procedures. • Provides direct paramedic level and comprehensive patient care as required in each individual case. • Demonstrates personal accountability in the delivery of patient care in a competent, professional and compassionate manner. |
| 4. | <p>Demonstrates competency in the following areas as designated by the Medical Director.</p> <ul style="list-style-type: none"> • Performs airway management and RSI. • Performs Percutaneous Crichothyrotomy airway and advanced airway. • Performs IV and IO access. • Performs cervical and spinal immobilization. • Performs tourniquet application and monitoring. • Performs arrhythmia interpretation and management. • Performs trauma management. |

| Essential Job Duties and Responsibilities | |
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| | <ul style="list-style-type: none"> • Performs blood and component administration. • Monitors complications of conscious sedation. • Performs fracture management. • Performs air medical coordination. • Ensures that the ambulance is clean inside and out and kept in a neat orderly condition, in accordance with local, state and federal regulations. • Decontaminates the interior of the vehicle after the transport of patient with infection or hazardous materials exposure. • Restocks and replaces used linens and other supplies, cleans all equipment following appropriate disinfecting procedures. • Makes sure all equipment in the ambulance is ready for the next run. |
| 5. | <p>Collaborates with all members of the healthcare team to coordinate the medical care of the patient.</p> <ul style="list-style-type: none"> • Communicates and works with all areas of personnel of the hospital as part of the team approach to the care of the patient. • Demonstrates initiative and flexibility in caring out assignments and responsibilities. • Performs triage for patients presenting to the ER for care and communicates findings with ER staff. • Demonstrates appropriate response to and resolution of conflict or potential conflict. • Demonstrates commitment to patient care and safety as a first priority. • Demonstrates support for the hospital mission, strategic plan and public image. |
| 6. | <p>Operates the CRHC ambulance and equipment in a safe, prudent manner and adheres to all policies, procedures and applicable ordinances or laws governing such operation.</p> <ul style="list-style-type: none"> • Provides safe and efficient transportation of ill or injured persons to the appropriate destination by ambulance. • Reports necessary maintenance needs or issues with ambulance appropriately. • Restocks ambulance supplies, cleans ambulance (prn) and completes post call checklist. • Maintains ambulance in “ready” state at all times during shift. • Ensures all start of shift duties are completed as directed; (ie: front end checks and full checks). • Directs all on scene operations during EMS related calls. • Completes appropriate billing after each chargeable service. |
| 7. | <p>Performs medical care in the Emergency Department as requested, if available.</p> <ul style="list-style-type: none"> • Assists in completing a full medical assessment, including care and treatment within the Paramedic scope of practice, for each patient under their care. Documents findings on the appropriate emergency department form. |

| Essential Job Duties and Responsibilities | |
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| | <ul style="list-style-type: none"> Administers the correct Advanced Life Support (ALS) treatment or Basic Life Support (BLS) treatment, under the direct supervision of a provider/written protocols. |
| 8. | <p>Participates in the CRHC LEAN Program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> Regularly attends shift huddles Completes tasks as outlined on department huddle board Takes information gathered and formulates into metrics Demonstrates a commitment to the practices of Quality Improvement (QI). |
| 9. | <p>Provides Transport and ALS Intercept Duties.</p> <ul style="list-style-type: none"> Performs transport of CRHC patients as ordered. |
| 10. | <p>Communicates effectively.</p> <ul style="list-style-type: none"> Communicates and collaborates effectively with other health team members regarding patient condition, EMS plan of care, patient satisfactions needs and recommendations for meeting identified outcomes. Identifies and recognizes abnormal symptoms/changes in patient condition, established priorities, and takes appropriate action. Appropriately reports condition changes to medical provider. |
| 11. | <p>Promotes and ensures patient safety in performance of all responsibilities.</p> <ul style="list-style-type: none"> Administers medications, treatments and procedures in a timely and safe manner according to practitioner orders. Demonstrates proficient technical/clinical skills and operational knowledge of equipment on unit. Informs and involves EMS Manager regarding patient care issues in a timely and appropriate manner. Utilizes proper body mechanics, transfer/lifting techniques and appropriate equipment to minimize fall risk to patient and injury to self. |
| 12. | <p>Participates in CRHC'S LEAN program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> Demonstrates a commitment to the practices of Quality Improvement (QI). Regularly attends Department huddles Completes tasks as outlined on Department Huddle Board |
| 13. | <p>Performs other duties as assigned.</p> |

| ESSENTIAL Work Environment & Physical Requirements: | | | | |
|--|-----------------------|--|-------------------------------------|--|
| The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. | | | | |
| Physical Activity | Not Applicable | Occasionally (0-35% of day) | Frequent (36-66% of day) | Continuous (67-100% of day) |
| Sitting | | X | | |
| Standing | | | X | |
| Walking | | | X | |
| Climbing | | x | | |
| Driving | | X | | |
| Lifting (floor to waist level) | | 40 lbs. | 50 lbs. | 10 lbs. |
| Lifting (waist level and above) | | 40 lbs. | 50 lbs. | 10 lbs. |
| Lifting (shoulder level and above) | | 40 lbs. | 50 lbs. | 10 lbs. |
| Carrying objects | | | X | |
| Push/pull | | 300 lbs. | 150 lbs. | 10 lbs. |
| Twisting | | X | | |
| Bending | | X | | |
| Reaching forward | | | X | |
| Reaching overhead | | X | | |
| Squat/kneel/crawl | | X | | |
| Wrist position deviation | | | X | |
| Pinching/fine motor activities | | | X | |
| Keyboard use/repetitive motion | | | | X |

| Sensory Requirements | Not Applicable | Accurate 20/40 | Very Accurate 20/20 |
|-----------------------------|-----------------------|-----------------------|----------------------------|
| Near Vision | | X | |
| Far Vision | | X | |
| Color Discrimination | X | | |
| Depth Perception | | X | |
| Hearing | | X | |

| Environment Requirements | Not Anticipated | Reasonably Anticipated |
|---|------------------------|-------------------------------|
| <i>Occupational Exposure Risk Potential</i> | | |
| Bloodborne Pathogens | | X |
| Chemical | | X |
| Airborne Communicable Disease | | X |
| Extreme Temperatures | | X |
| Radiation | | X |
| Uneven Surfaces or Elevations | | X |
| Extreme Noise Levels | | X |
| Dust/Particulate Matter | | X |
| Other (List) | | |

| Shift Requirements | 8 hrs/day | 10 hrs/day | 12 hrs/day | Other (varied) |
|--|------------------|-------------------|-------------------|-----------------------|
| Usual workday hours | | | | 24 |
| Regular, punctual attendance for assigned shifts | | | | Yes |
| Available to work overtime | | | | Yes |

APPLICANT ESSENTIAL FUNCTION FORM

Name (please print): _____

Position Applied For: _____ Date: _____

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description for which you are applying and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Signature: _____