



Central DuPage Hospital
Emergency Medical Services System
System Policy and Procedures

Title: EMS Provider Suspected Drug Use / Diversion / Suspected Alcohol Use	
Section: System Participation	Number: H-3
Approved By: Dr. Steve Graham, EMS Medical Director	
Effective Date: 01 July 2018	Number of Pages: 2

PURPOSE:

To define process to investigations of EMS providers within the Central DuPage Hospital Emergency Medical Services System (CDHEMSS) suspected of drug use/diversion and or alcohol use.

POLICY:

Drug / Medication Diversion

1. Should there be a suspicion of Drug / Medication diversion, the CDHEMS System must be notified within 24 hours of the initial finding to begin an investigation. Indications of possible diversion include, but are not limited to:
 - a. Missing medications (missing narcotics must immediately be reported to the CDHEMS System)
 - b. Broken / missing caps of narcotics
 - c. Repeated “drops” or “breaks” of medication containers
 - d. Administrations that are:
 - i. More frequent than the system average
 - ii. Outside the SOPs for use
 - iii. Given when not indicated
 - e. Inconsistent log records
2. Providers who may be diverting and consuming medications may show signs of, but not limited to:
 - a. Erratic behaviors
 - b. Pinpoint pupils
 - c. Wearing long sleeves in warmer weather
 - d. Dropping / breaking narcotic vials
 - e. Consistently poor log records
3. The CDHEMSS Medical Director may suspend privileges of the suspected individual pending an investigation. The suspension will be in compliance with both IDPH and CDHEMSS policies. Upon completion of the investigation the Medical Director may:
 - a. Lift the suspension order
 - b. Place an indefinite suspension order within CDHEMSS
 - c. Place a permanent suspension order within CDHEMSS

All suspension orders will be sent to IDPH for review and reporting. IDPH may or may not have additional licensure sanctions depending on each individual case.



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Suspected Alcohol Use / Intoxication while on duty

1. Should there be a suspicion of Alcohol use or intoxication while on duty, the CDHEMSS must be notified within 24 hours of the initial finding to begin an investigation. Indications of possible alcohol use or intoxication include, but are not limited to:
 - a. Odor of alcohol on breath
 - b. Unsteady gait
 - c. Poor coordination
 - d. Hiding / self-removal from other providers
 - e. Depressed mental status

2. The CDHEMSS Medical Director may suspend privileges of the suspected individual pending an investigation. The suspension will be in compliance with both IDPH and CDHEMSS policies. Upon completion of the investigation the Medical Director may:
 - a. Lift the suspension order
 - b. Place an indefinite suspension order within CDHEMSS
 - c. Place a permanent suspension order within CDHEMSS

All suspension orders will be sent to IDPH for review and reporting. IDPH may or may not have additional licensure sanctions depending on each individual case.

POLICY HISTORY:

Effective Date	01 July 2018					
Review Date(s)						
Revision Date(s)						