



Monroe Livingston Region Program Agency

Division of Prehospital Medicine, University of Rochester

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To: All EMS and Fire Agencies

From: Jeremy T. Cushman, MD, MS, EMT-P *JT Cushman*
Regional Medical Director

Date: September 10, 2010

Re: Advisory 10-13: Substance Abuse Policies

As a reminder, all fire and EMS agencies should have in place a written substance abuse policy.

At a minimum, this policy should detail:

- Conduct prohibited by the employee/volunteer such as:
 - Providing patient care or driving an ambulance or other emergency vehicle while under the influence of alcohol or any other drug affecting physical coordination or intellectual functions.
 - Reporting for service or remaining on duty when under the influence or impaired by alcohol.
- The expectations of an employee/volunteer with regards to the interval between last alcohol consumption and time reporting for duty.
- Any testing requirements of the employee/volunteer (pre-employment, reasonable/suspicious cause, random, return-to-duty, or post-accident).
- What substances will be tested (alcohol, THC, cocaine metabolites, opiates, etc), and how they will be tested (urine, blood, saliva).
- What the consequences are for violating agency substance abuse policy.
- What resources are available for individuals with substance abuse concerns (EAP, voluntary referral program, etc).

Having a written policy in place will enhance the culture of safety at your agency and for the community and clearly delineate expectations of the agency employee/volunteer. With any questions, please do not hesitate to contact the Regional Program Agency.