


Policies, Procedures, Standard Operating Practices

No. PANC-500

Title: Paramedic Conduct and Dress Code for Base Hospital Continuing Medical Education	<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Procedure <input type="checkbox"/> SOP
Category: Primary & Advanced Care Paramedic Non-Clinical Dept/Prog/Service: Base Hospital Program	Distribution: NW Region Paramedics, TBRHSC ED, OR, ICE, Cardiopulmonary, Maternal Child, Pediatrics
Approved: Program Medical Director and Program Manager	Approval Date: Feb-00 Reviewed/Revised Date: Oct 2016 Next Review Date: Oct 2018
Signature: 	

This policy outlines the conduct and dress code paramedics are required to follow when attending approved Base Hospital CME activities such as ASR, Spring or Fall CME, etc or approved clinical placement at Thunder Bay Regional HSC such as IV clinical or ACP clinical CME.

This policy is in addition to your employer/EMS service requirements for conduct and personal appearance that may apply and TBRHSC's policy for Conduct and Personal Appearance Standards, HR-tce-06. Paramedics must refer to TBRHSC policy for further information when it is referenced below.

Attire, grooming, and behaviour reflect your professional image which in turn reflects on the Base Hospital and EMS Service. A clean neat appearance, appropriate footwear, good grooming, support professional conduct, infection control and health and safety practices

Identification

Paramedics are required to wear their Ministry of Health Paramedic ID (OASIS) at all times during their clinical placement at TBRHSC. The ID must be visible to hospital staff, patients, and visitors. Paramedic ID is not required to be worn for Base Hospital CME activities such as annual skills review.

Attire

Paramedics are required to present a clean neat appearance that is mindful of appropriate coverage of their neck, back, midriff and chest. Inappropriate attire as listed within TBRHSC's Policy HR-tc-06 is not considered acceptable attire to be worn at any approved Base Hospital CME activity or clinical placement. Paramedics will follow their employer/EMS service's direction if uniform and/or safety shoe/boot is required to be worn during CME activities. During clinical placements your current EMS employer's uniform is required.

Scented Products such as cologne, perfume, hairspray and lotion must not be worn or used during clinical placement or CME activities.

Hair is to be neat clean and well-groomed. Beards/mustaches/sideburns must be trimmed and clean. Hair style should reflect a professional appearance.

Jewelry should be kept to a minimum and provide no risk to the wearer or the patient. To ensure safe keeping, best to leave all your valuables at home. Refer to TBRHSC Policy HR-tce-06 for requirements regarding acceptable jewelry when on clinical placement.

Footwear

Paramedics attending approved clinical placement must comply with TBRHSC Occupational Health & Safety policy for Protective Footwear Policy OHS-os-211. Paramedics will be required to ensure their footwear has a closed toe and closed heel when on clinical placement. For example, a running shoe/sneaker OR paramedics may be required to wear their uniform safety shoe/boot if directed by their employer/EMS service. Paramedics attending Base Hospital approved CME activities must not wear open toe/heel shoe such as flip flops or sandal or high heels. A comfortable closed toe and heel type shoe is preferable such as a running shoe.

Non Compliance

Paramedics who report to CME activities or clinical placement in violation of any part of this policy (and extending to TBRHSC and EMS policy), in the opinion of Base Hospital and/or TBRHSC management, will be sent home to change and will be required to return in acceptable attire. If time lost is excessive to do so such that it impacts on the individual paramedic's successful completion or overall learning experience the Base Hospital may reschedule the clinical placement or CME activity at their discretion.