Purpose:

Make efforts for employees to be well rested while working their scheduled shifts.

Policy:

1. Because of the nature of EMS work, regularly scheduled breaks are not always feasible for employees. Supervisors should be alert for times when the ambulances are busy and utilize the fatigue matrix to monitor when staffing adjustments should be made to ensure safe operations.(refer also to fatigue policy)
2. Emergency Care Providers, who work 24 hour shifts or part-time staff working overnight will be provided with sleeping accommodations.
3. Generally time after 1900 hours, provided that obligatory duties are completed, will be non-structured allowing employees to rest, eat and complete miscellaneous projects.
4. Departmental staff shall not work longer than 48 consecutive hours at WDM EMS/Iowa EMS Alliance unless approved by Administrative Staff.
5. Employees are encouraged not to work a 24 hour shift for another EMS agency prior to reporting for a scheduled shift with WDM EMS/Iowa EMS Alliance.
UnityPoint Health Operations Sleep and Rest Cycles

Appropriate Rest Hours

1. During 24 hour operations at UPH facilities, EMS staff working a continuous 24 hour shift should identify times during regular shift hours to obtain rest. When crews are not being utilized for patient transports or there is not a need for EMS services within UPH facilities, it is understood that this is an appropriate time for staff to rest.
2. Staff who are likely to be traded with UPH crews during their shift due to resource management or those who switch to a hospital ambulance at 1900 will be allowed to follow the UPH crew rest policy.

Responding to Evening/Night In-House Requests

1. During the evening and night hours, if EMS is requested for services within a UPH facility not pertaining to transport of patients, the individual crews should determine if one or two staff members are needed to respond to the request.
2. For responses requiring only one ECP, the additional crew member’s sleep and rest cycles should not be disturbed in order to ensure an adequately rested crew member for night operations. Generally the crew member responsible for patient care should respond to the request, allowing the potential driver to rest. If assistance is needed beyond one assisting crew member, the resting partner should be requested by the first.
3. If a full-time overnight EMT is working, they should handle any requests that are appropriate to their certification level.

Exchanging of EMS Crews

1. During times of high call volumes requiring EMS staff to be without rest for an extended period of time, the shift Lieutenant or Medic-in-Charge may decide when the need for an exchange of EMS crews is required.
2. EMS crews from ambulances staffed for City operations may be exchanged with those staffing IHS facilities in order to ensure an adequately rested crew for safe operations.
3. An exchange of crew members will be dependent on the nature and urgency of the request.

Calling “Time-Out”

1. At any time during operations, individual crew members, as well at the shift Lieutenant or Medic-in-Charge, have the right to call a “time-out”.
2. A “time-out” should be called when an EMS staff member or members feel that their crew is not adequately rested to ensure safe operations. After establishing that a “time-out” has been called the shift Lieutenant or medic in charge should make arrangements to place an adequately rested crew in service at UPH facilities.