

Iowa County, Iowa  
Policy Manual

Title: Ambulance Orientation/Probation Period	Reference #: AMB 1012
Section: Departmental	Date Effective/Revised: 12/1/16
Department (s): Ambulance	Approved By: Board of Supervisors

### **Orientation Period**

Ambulance orientation is highly dependent on call volume, therefore the orientation period will be the first six months of an individual's employment. Unless otherwise provided by law, the completion of this orientation period does not change the at-will nature of the employment relationship.

If Iowa County determines that the designated orientation period does not allow sufficient time to thoroughly evaluate the employee's performance, the orientation period may be extended for a specified period.

### **Orientation Phase 1**

During Phase 1 of the orientation process the employee will be working as a 3<sup>rd</sup> crew member and supervised by a FTO or other experienced Paramedic assigned by the Director. Our goal is for the employee to have at least 30 calls during Phase 1 before moving to Phase 2. During Phase 1 the employee must:

- Complete Daily Clinical Evaluations
- Complete an initial and final skills/equipment competency
- Demonstrate understanding of all policies, procedures, and protocols
- Understand the department goals and measurable outcomes
- Demonstrate competence in service, operational, and clinical guidelines.

### **Orientation Phase 2**

During Phase 2 of the orientation process the employee will be working as the 2<sup>nd</sup> crew member and supervised by a FTO or other experienced Paramedic assigned by the Director.