

District V EMS SUPPORT POOL PROPOSAL

Prepared by: Briget Hatheway

1. PURPOSE

The purpose of this proposal is to establish a District V Support Pool designed to provide temporary staffing assistance to participating Emergency Medical Services (EMS) agencies experiencing personnel shortages.

This program aims to ensure continuous patient care coverage, reduce provider burnout, and strengthen inter-county collaboration.

2. BACKGROUND & NEED

Rural EMS agencies continue to face ongoing staffing challenges due to:

- Limited workforce availability
- Volunteer fatigue and burnout
- Increased call volume
- Coverage gaps during illness, vacations, or emergencies

These challenges can lead to delayed responses, increased strain on existing staff, and potential risks to patient care.

A regional support system allows agencies to share resources efficiently, ensuring that no community is left without emergency coverage.

3. PROGRAM OVERVIEW

The District V EMS Support Pool will consist of certified EMS personnel from participating counties who are willing to provide temporary staffing assistance when requested.

Key Features:

- On-call volunteer roster
- Multi-county participation
- Rapid activation system
- Standardized credentialing and expectations

4. OBJECTIVES

- Provide immediate staffing relief during shortages
- Maintain consistent emergency response coverage
- Improve provider morale and reduce burnout
- Strengthen regional cooperation between EMS agencies
- Enhance patient care outcomes across participating counties

5. PROGRAM STRUCTURE

5.1 Coordinator Role

A designated Program Coordinator will:

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- Maintain the volunteer roster
- Manage activation requests
- Serve as the primary point of contact

5.2 Participating Agencies

Each participating EMS service will:

- Submit a list of eligible volunteers
- Agree to program policies and procedures
- Provide orientation materials for incoming personnel

6. ELIGIBILITY REQUIREMENTS

All participating personnel must:

- Hold a current EMT, AEMT, or Paramedic certification
- Maintain required continuing education
- Be in good standing with their home agency
- Meet any additional requirements set by participating counties

7. ACTIVATION PROCESS

Step 1: Agency identifies staffing shortage
Step 2: Request is sent to Program Coordinator
Step 3: Coordinator notifies volunteer pool
Step 4: Available personnel respond
Step 5: Assignment is confirmed and scheduled

Activation methods may include:

- Group messaging systems
- Paging applications
- Call-down lists

8. LEGAL & LIABILITY CONSIDERATIONS

To ensure compliance and protection for all parties, the program will operate under a formal Mutual Aid Agreement (MAA) or Intergovernmental Agreement.

Key considerations include:

- Licensure verification
- Medical direction coverage
- Liability insurance
- Workers' compensation coverage
- Scope of practice alignment

Legal counsel from each participating county is recommended prior to implementation.

9. COMPENSATION & INCENTIVES

While participation is voluntary, incentives may include:

- Hourly stipend or shift-based pay
- Mileage reimbursement
- Meal provisions during shifts
- Continuing education opportunities
- Recognition programs

10. TRAINING & ORIENTATION

Participating agencies will provide:

- Quick-reference orientation materials
- Equipment familiarization
- Radio communication guidelines
- Protocol overview

Optional annual joint training sessions may be conducted to enhance coordination and preparedness.

11. IMPLEMENTATION PLAN

Phase 1: Stakeholder Meetings

- Engage EMS leaders and county officials

Phase 2: Agreement Development

- Draft and approve mutual aid agreements

Phase 3: Volunteer Recruitment

- Identify and enroll eligible personnel

Phase 4: Pilot Program (3–6 Months)

- Launch with a limited number of agencies

Phase 5: Evaluation & Expansion

- Review program effectiveness
- Expand participation as appropriate

12. EXPECTED OUTCOMES

- Improved EMS coverage reliability
- Reduced strain on individual agencies
- Faster response during staffing shortages
- Increased regional cooperation
- Enhanced patient care quality

13. CONCLUSION

The District V Support Pool represents a practical, cost-effective solution to ongoing staffing challenges. By working collaboratively, participating agencies can ensure dependable emergency response services while supporting the well-being of their personnel.

14. CONTACT INFORMATION

Briget Hatheway
AEMT/ Jones County
605-280-0229
Email to: brigethatheway@yahoo.com