

Mercyhealth Prehospital and Emergency Services Center Paramedic Training Program Technical Standards

Technical Standards and Essential Functions:

The EMS training programs of the Mercyhealth Prehospital and Emergency Services Center established technical standards and essential functions to ensure that students have the abilities required to participate and potentially be successful in all aspects of the program. Students are required to meet the technical standards and essential functions for the program as indicated below. If an applicant or student is unable to meet all of the outlined standards, he/she may be requested to withdraw from the application process and/or The Program.

Introduction

Section 504 of the Rehabilitation Act of 1973 (29 U.S. Section 794) prohibits Mercyhealth Prehospital and Emergency Services Center from denying benefits to an “otherwise qualified” handicapped person solely because of his or her documented handicap. No qualified handicapped person can be excluded from participation, admission, matriculation, or denied benefits or subjected to discrimination solely by reason of his or her handicap. However, a handicapped person can be required to meet the institutions “academic and technical standards.” The Mercyhealth Prehospital and Emergency Services Center admissions process will not discriminate against qualified handicapped individuals but will expect paramedic candidates and students to meet minimum academic and technical standards.

Technical standards for the paramedic program

The holder of a paramedic license must have the knowledge and skills to function in a broad variety of clinical and field situations and to render a wide spectrum of patient care. In order to carry out the activities described below, candidates of the paramedic program must be able to learn, integrate, analyze, and synthesize data leading to treatment and transport decisions affecting patient care consistently, quickly, and accurately.

A candidate for the paramedic program must have abilities, attributes, and skills in five major areas: observation, communication, motor, intellectual, and behavioral and social. Technological competencies and reasonable accommodations can be made for some handicaps in certain areas, but a candidate must be able to perform in a reasonably independent manner.

- 1) **Observation:** Candidates and students must have sufficient vision to be able to observe and demonstrate classroom, laboratory, clinical and field exercises. They must be able to observe a patient accurately at close range and at a distance. They must be able to observe clinical and field settings utilizing hearing, vision, smells and touch. Examples of this standard may include but are not limited to: Reading small medication labels, gauges and print on equipment; assessing patients and including color changes, skin temperature and odors; observing details in the patient's environment including odors, colors and sounds; listening to heart tones, lung sounds, blood pressures using a stethoscope in a noisy environment.
- 2) **Communication:** Candidates and students should be able to speak, hear, and observe patients and peers in order to elicit information, examine patients, describe changes in moods and posture, as well as perceive and interpret nonverbal communications. They must be able to communicate effectively and sensitively with patients and peers. Communications include not only speech, but also reading and writing in English. They must be able to communicate effectively and efficiently in both oral and written form with all members of the health care team.
- 3) **Motor:** Candidates and students must demonstrate good physical condition and the sufficient motor functions needed to execute the movements reasonably required of a paramedic to perform a patient physical examination as well as to provide general care or emergency treatment to patients.

Examples of patient care and emergency treatment reasonably required of a paramedic include, but are not limited to, cardiopulmonary resuscitation, application pressure to stop bleeding, lifting, inserting an advanced airway, frequent bending, stooping, standing, kneeling, and reaching, and occasional crawling or lying.

Aptitudes required for work of this nature are good physical stamina, endurance, and body condition that would not be adversely affected by frequently having to walk, stand, lift, carry, and balance at times, in excess of 125 pounds. Motor coordination is necessary because over uneven terrain, the patients, the Paramedics, and other workers' well-being must not be jeopardized.

- 4) **Intellectual:** Candidates and students should possess conceptual, integrative, and quantitative abilities. These abilities include measurement, calculation, reasoning, analysis, and synthesis. Problem solving, the critical skill demanded of paramedics, requires all these intellectual abilities. Candidates and students must be able to give and receive verbal and written instructions and directions reliably. In addition, candidates and students

should be able to comprehend three-dimensional relationships and understand the spatial relationship of structures.

- 5) **Behavioral and Social Attributes:** Candidates and students must possess the emotional health required for full utilization of their intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities, attention to the diagnosis and care of the patients, and the development of mature, sensitive, and effective relationships with patients. Candidates and students must demonstrate maturity of judgment, good moral character, motivation, and dependability. Candidates and students must be able to tolerate physically taxing workloads, adapt to changing environments, display flexibility, and learn to function in the face of uncertainties inherent in the clinical and field problems of many patients.

In addition, candidates should possess compassion, integrity, effective interpersonal skills, interest, and motivation.

Conclusion

The Mercyhealth Prehospital and Emergency Services Center paramedic program will attempt to develop creative ways of working with competitive qualified individuals with handicaps. In doing so, Mercyhealth Prehospital and Emergency Services Center must maintain the integrity of the curriculum and preserve those elements deemed essential to the education of a paramedic. Mercyhealth Prehospital and Emergency Services Center cannot compromise the health and safety of patients. It is inevitable that adherence to minimum requirements will disqualify some candidates and students, including some with handicaps. Exclusion of such an individual does not constitute unlawful discrimination. The Rehabilitation Act of 1973 prohibits discrimination against an “otherwise qualified” person with a handicap. An applicant or student who is unable to meet the minimum academic and technical standards is not qualified for the paramedic profession.

Candidates or students who believe they qualify as a party with disabilities must inform Mercyhealth Prehospital and Emergency Services Center program staff of the needs associated with their participation in the program a minimum of one month prior to the beginning of the program. All requests will be reviewed by the Mercyhealth Prehospital and Emergency Services Center paramedic program director for the location the candidate wishes to apply, or student is enrolled together with the Mercyhealth ADA compliance board. Granting of any privileges will be at the discretion of the board.

All special need requests require documentation of the need from your primary care provider and/or specialist at the time of the initial request.