



GLOBAL EMERGENCY MEDICAL REGISTRY

Daily Observation Report – Paramedic

The Daily Observation Report (DOR) is a key component of the Clinical Internship and Field Training Program processes and used by the Preceptor of Field training Officer (FTO) to provide structured evaluation and feedback to the intern. The document describes the intern's level of performance for each required category and clearly identifies areas of competency, outstanding performance, or the need for remedial training. The Preceptor or FTO may choose to provide the intern certain categories identified as “training” in the narrative portion of the report, this allows the Preceptor or FTO the opportunity to explore the intern's capabilities and provide training in certain categories, prior to advancing to “evaluation”.

Numeric and NICS Rating Scales:

To effectively track the intern's progress, the Preceptor or FTO uses the DOR to rate each observed behavior using one of two rating scales: Numeric or NICS.

1. The Numeric Scale measures performance on a sliding scale between 1 and 7.
2. The NICS Scale uses three ratings:
 - Below Standard
 - Meets Standard
 - Exceeds Standard

The DOR will also have a check column for “Not Observed”, which is utilized when the stated standard is not experienced during the evaluation period.

Each observed behavior is rated according to “Standard” as described in each line of the DOR.

The intern and Preceptor or FTO are required to sign all DORs at the end of each daily evaluation period, then the DOR is scanned into the intern's educational record each day.

The Preceptor or FTO will find the role challenging, as one must provide enough “space” for the intern to perform assessment, skills, operational activities, teaching, etc.... without the Preceptor or FTO taking control of the activities and/or making the intern an assistant to them.

The Preceptor or FTO should start every period of time with the intern in “briefing” mode. This necessitates the Preceptor or FTO identify a quiet spot to provide the intern with a brief orientation to the day's activities, the “Step out” phrase for the intern (The intern then knows upon hearing that phrase to step aside and become the assistant to the Preceptor or FTO who will assume control of the patient or event), and what areas the Preceptor or FTO wishes the intern to focus on today.



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Paramedic – Daily Observation Report (Acute/Emergent fixed site)				
Paramedic:		License#:		
Date:	FTO or Preceptor:			
Interventional Level:		Assignment Location:		
RATING INSTRUCTIONS		RATING CRITERIA		
BELOW STANDARD Frequently demonstrates difficulty in determining and performing basic job components and/or the actions necessary to accomplish required tasks. Requires substantial supervisory/preceptor assistance, review, and step in. Quality and quantity of work is usually below acceptable levels. Requires prompting to start tasks.		BELOW STANDARD	STANDARD	ABOVE STANDARD
STANDARD Determines and performs the essential job components and the actions necessary to accomplish required tasks at the Paramedic level. Requires an acceptable amount of physician direction or consultation. Quality and quantity of work is within acceptable levels. Demonstrates initiative.				
ABOVE STANDARD Exceptional ability to determine and perform virtually all job components and actions necessary to accomplish required tasks. Requires little supervisory/preceptor direction, assistance, or review. Quality and quantity of work consistently exceed requirements in accuracy, thoroughness and timelines. Demonstrates outstanding initiative and motivation				
PERFORMANCE CATEGORY				
1. APPEARANCE: The participant maintains an appearance which is neat, clean, fits and is worn properly.				
2. ACCEPTANCE OF FEEDBACK: The participant accepts criticism in a positive manner and incorporates it to improve performance and further interaction				
3. ATTITUDE TOWARD WORK: The participant demonstrates an active interest in patients and healthcare responsibilities				
4. SELF-INITIATED ACTIVITY: The participant recognizes and identifies time to read medical journals, study protocols, seeks self-learning, seeks coaching, and familiarize self with vehicles, emergency/clinic department, supplies and equipment.				
5. KNOWLEDGE OF HEALTHCARE POLICIES AND PROCEDURES: The participant is familiar with most commonly applied government and organizational policies, regulation, and procedures; and has completed their assigned policy overview.				
6. KNOWLEDGE OF PROTOCOLS: Participant understands the protocols and uses them when necessary for direction				
7. KNOWLEDGE OF GENERAL ACUTE CARE ASSESSMENT: The participant demonstrates the ability to distinguish between emergent, acute care, and primary care patients through assessment, diagnostics, and history taking.				
8. KNOWLEDGE OF DISCHARGE PROCESSES: The participant demonstrates the capability to bring a patient through the process of admission, assessment, treatment, and discharge.				
9. KNOWLEDGE OF MEDICATIONS: The participant understands the basic approach to medication regimes and uses a knowledge aid whenever possible.				



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10. CONSULTATION: The participant demonstrates the ability to perform a consult with the physician for discharge approval, prescriptions, and point of knowledge exhaustion. Initially for first portion of observation time, consults all cases with Physician to show thought process and obtain approvals. All discharges must be a physician consult if outside the “routine” conditions category in protocol.				
11. General Paramedic SKILLS – Emergency Medicine Skills: The participant can perform the following skills (use GEMR Skills Documentation Forms for standards): A. Successfully endotracheally intubate cardiac arrest patient with endotracheal tube with in two attempts, in under 30 seconds B. Able to endotracheally intubate critical patient utilizing systematic approach to intubation and medication to induce sedation and paralysis C. Able to perform surgical cricothyrotomy D. Successfully ventilate a patient with BVM and transition to ventilator care when appropriate E. Successfully perform needle chest decompression. F. Successfully performs synchronized cardioversion G. Successfully performs defibrillation H. Successfully administers medication by IV route I. Successfully administers medication by IM route J. Successfully administers IV infusion medication via pump or syringe driver K. Establish large bore (14g/16g) intravenous therapy with in two attempts, with or without ultrasound guidance L. Establish interosseous therapy with one attempt M. Routinely perform initial assessment of critical patients within 1 minute of arrival. N. Able to perform blood product administration O. Able to explain advanced medical care to ancillary staff and colleagues				
12. General Paramedic SKILLS – Emergency Medicine Patient management: The participant can manage the care of the following: A. Manage Ventricular Fibrillation Cardiac Arrest B. Manage Pulseless Electrical Activity Cardiac Arrest C. Manage Symptomatic Bradycardia D. Manage Symptomatic Supraventricular Tachyarrhythmias E. Manage Ventricular Tachycardia F. Manage Ventricular Fibrillation G. Manage Pulseless Electrical Activity H. Manage STEMI I. Manage Abnormal 12 lead findings J. Manage Altered Mental Status K. Manage Anaphylaxis L. Manage Hyperglycemia M. Manage Hypoglycemia N. Manage Hyperthermia O. Manage Respiratory distress P. Manage Poisoning and Overdose Q. Manage Obstetrical Emergency R. Manage Sepsis/Septic Shock S. Able explain advanced medical care to ancillary staff and colleagues				
13. General Paramedic SKILLS – Acute Care Medicine: The participant demonstrates the ability to assess, manage, and resolve to discharge or transport for following: A. Gastroenteritis verses infectious process with minor abdominal pain				



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B. Septicemia verses Sepsis C. Conjunctivitis D. Respiratory Infection E. Ear Infection or pain with identification of any potential skull fracture signs F. Pharyngitis G. Fever verses Sepsis H. Sprains, strains, dislocations, and fractures I. Superficial or Minor wound care J. Sub-acute congestive heart failure K. Sub-acute cardiac chest pain vs STEMI/PE/TAA L. Dizziness M. Headache N. Able to explain acute care considerations to ancillary staff and colleagues				
14. General Paramedic SKILLS – Diagnostics: The participant demonstrates the ability to: A. Perform and interpret 12 Lead ECG B. Interpret laboratory values C. Able explain diagnostics to ancillary staff and colleagues				
15. REPORT WRITING: The participant completes reports, organizes information in a logical manner, and writes reports containing the required information and details per policy and physician direction.				
16. USE OF RESOURCES: Utilizes available staff in an appropriate manner and scope to facilitate clearance rates and patient care goals.				
17. PARAMEDIC TIME USE: Can perform healthcare assessment, diagnosis, and care in a timely manner within acceptable standards of care.				
18. FIELD PERFORMANCE: NON-STRESS CONDITIONS: The participant shows professional interaction with the incident, properly assesses the situation, determines appropriate action and implements the planned action.				
19. FIELD PERFORMANCE: STRESS CONDITIONS: The participant consistently maintains a calm and self-controlled personal demeanor, consistently determines the proper course of action and implements it. This is done without any further deterioration of the incident.				
20. CONTROL OF EVENTS: VOICE COMMAND: The participant speaks with authority in a calm, clear voice; uses proper selection of words and knowledge when speaking, and uses them correctly.				
21. SAFETY - General: The participant is always fully aware of safety precautions, including all the following: A. Infection Control B. Is cautious near combative/intoxicated patients/families/bystanders C. Anticipates potentially dangerous situations. D. Utilizes appropriate PPE for hostile situations E. Stands a safe distance from passing vehicular traffic. F. Stands to the side of doors when knocking. G. Lifts with proper body mechanics. H. In addition, the participant always works safely, foresees dangerous situations and prepares for them, while keeping his or her partner informed. Additionally, determining the best position for self and partner, is not overconfident, and observes all applicable regulations.				
22. CONTROL OF CONFLICT: NON-VERBAL SKILL: The participant projects a non-threatening, calmly assertive attitude with stance, gestures, appropriate touching and open, attentive facial expression				
23. PROBLEM SOLVING & DECISION MAKING: The participant is able to reason through a problem and come to an acceptable conclusion. And he/she is able to consistently				



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make reasonable decisions based on information available and perceive situations as they really				
24. TRANSPORT OR ADMITTING DECISIONS: The participant makes transport or admitting decisions in a timely manner, considering all protocol and policy considerations.				
25. RADIO: APPROPRIATE USE OF CODES/PROCEDURE: The participant follows policy, accepted radio procedures, and can contact appropriate resource				
26. RADIO: LISTENS AND COMPREHENDS: The participant acknowledges radio transmissions and is generally aware of radio traffic directed to other emergency vehicles or resources.				
27. HOSPITAL REPORTS: The participant provides the receiving care provider with organized report on patient condition and treatment in a clear, concise format (SBAR) with rationale for any medication or procedure orders.				
28. RELATIONSHIPS WITH PATIENT/CITIZENS IN GENERAL: The participant communicates in a professional, unbiased manner with all people; while maintaining a courteous, friendly, and empathetic manner. In addition, serves all customers' needs objectively, with deference to local customs and cultural considerations.				
29. RELATIONSHIPS WITH CO-WORKERS AND OVERSIGHT: The participant adheres to the chain of command and accepts role in the organization; practices good peer and FTO (or Physician) relationships and is accepted as a team member. In addition, is sensitive to the concerns of public safety agencies at the scene.				
30. FACILITY: The Paramedic demonstrates understanding of the facility they work within or deliver to, with specific knowledge of departments, equipment, and personnel at the facility				
31. MPS/MCI PROTOCOLS: The participant should understand the MPS/MCI protocol(s) and is able to utilize the protocol(s) to resolve events.				
32. POLICIES: The participant is able to recall and/or apply government and organizational policy to patient transport, admission, and care.				
33. Paramedic PROTOCOL MULTI-TASKING: The Paramedic can combine more than one treatment protocol and recall the proper sequence of actions when treating a complex patient with more than one protocol.				
34. PROLONGED – CARDIAC: The participant can manage the care of a cardiac patient during a prolonged period (1 hour).				
35. PROLONGED – TRAUMA: The participant can manage the care of a trauma patient during a prolonged period (1 hour).				
36. PROLONGED – MEDICAL: The participant can manage the care of a medical patient during a prolonged period (1 hour).				
37. PROLONGED – PEDIATRIC: Given a scenario, the participant can manage the care of a pediatric patient during a prolonged period (1 hour).				
38. SAFETY AWARENESS: The participants can consider and defend the best choices for protecting themselves and their fellow personnel.				
39. COMPLEX PROBLEM SOLVING: Given a scenario or patient care situation, the participant can problem solve complex medical situations, utilizing multiple protocols at once.				



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PRECEPTOR OR FTO OBSERVATIONS (Please specify dates of observed performance)

Observations at emergencies:

Summary of Performance

Instruction / Training / Activities / Review:

Explanation of any "Below Standard" scoring:

Counseling / Remediation needed

Weaknesses / Remediation given:

Counseling provided:

Plan for improvement:

☐ See Attached Improvement Plan



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SIGNATURES ARE MANDATORY			
ASSIGNED PRECEPTOR OR FTO			
PHYSICIAN Name	PHYSICIAN Signature	Lis #	Date
Or Paramedic FTO or Preceptor	Or Paramedic FTO or Preceptor		
ADVANCED PRACTICE PROVIDER OBSERVED			
Paramedic's Name	Paramedic's Signature	Lis #	Date