
TITLE	Non-Competition Policy
POLICY NO:	2013-015

POLICY STATEMENT:

It is the intent of Superior EMS to ensure that our business interests are protected, and employee safety and productivity is maintained. Superior EMS generally allows outside employment, or volunteer opportunities, where other employment or volunteer experiences cause no adverse effectives to the employees performance, and that there is no conflict of interest.

SCOPE:

All Staff and Volunteers

POLICY:

Event Medical Services

1. Employees shall not provide EMS services outside Superior EMS or their respective professional employer (i.e. municipal EMS service) as defined as "moonlighting" where the event is not endorsed, or covered by the employer.
2. Employees shall not provide volunteer first aid/EMS services with organizations that are in direct competition with Superior EMS. (this excludes specific volunteer roles i.e. ski patrol services at a ski hill).
3. Employees shall not utilize any Superior EMS property when working with other providers.

First Aid Training

1. Employees of Superior EMS are expected to primarily represent Superior EMS as first aid instructors and are discouraged from teaching first aid and CPR programs with other agencies.
2. Any employee delivering first aid training for other agencies may not represent Superior EMS in any way during this time, and are not covered under Superior EMS insurance policies while delivering these programs.
3. Employees delivering greater than 20% of first aid programs outside of Superior EMS programs throughout a calendar year in the role of an instructor are subject to termination due to non-competition.
4. Delivery of Superior EMS training without authorization and issuing certification for such training without proper registration with Superior EMS are subject to termination and legal



action.

Date of Approval:	1 January 2013
Date Reviewed:	28 September 2016
Date to be Reviewed:	28 September 2018
Authority:	Chief of EMS Operations



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