

	Lower Providence Emergency Medical Service Standard Operating Guidelines	
	Subject: <i>Member Guidelines- Secondary Employment / Volunteering</i>	SOG # 101-020
	Approved: Chief Christopher J. Reynolds	Initiated: May 2021 Revised: N/A

Description: This SOG was established as a procedure for secondary employment and acknowledges volunteering. This procedure is relevant to Full-Time Staff only.

Purpose: The intention of this guideline is to ensure Full-Time staff are available, adequately rested, and maintain LPEMS as the primary means of employment. Secondary employment or volunteer work shall not conflict with availability for assigned work, impairs a member's performance, or where there is a real, potential, or perceived conflict of interest between the member's employment with LPEMS and outside work activities.

Procedure:

1. A member who wishes to accept outside work assignments in any paid full-time, part-time, volunteer Fire-EMS or freelance capacity shall not let it interfere with full-time commitment to LPEMS.
2. Volunteerism: LPEMS recognized the generosity and benefits of volunteering. As such, LPEMS applauds such activity.
3. Members may freely and solely at their own option take advantage of volunteer activities.
 - a. Notwithstanding the above, an employee may not volunteer to provide the same services at LPEMS, for which the individual is employed.