

STATE OF RHODE ISLAND

**DEPARTMENT OF HEALTH
DIVISION OF PREPAREDNESS, RESPONSE,
INFECTIOUS DISEASE & EMERGENCY MEDICAL SERVICES**

**CENTER FOR EMERGENCY
MEDICAL SERVICES**

**In the Matter of:
JUDITH ANN SALISBURY
LICENSE NUMBERS EMT16685**

CONSENT ORDER

Judith Ann Salisbury (hereinafter “Respondent”) is licensed as an Emergency Medical Technician-Cardiac pursuant to R. I. Gen. Laws Chapter 23-4.1. The Rhode Island Department of Health, Division of Preparedness, Response, Infectious Disease and Emergency Medical Services, Center for Emergency Medical Services (hereinafter “RIDOH”) makes the following:

FINDINGS OF FACT

1. Respondent is licensed as an Emergency Medical Technician-Cardiac pursuant to R. I. Gen. Laws Chapter 23-4.1, and holds license numbers EMT16685.
2. In responding to a call for emergency medical services on or about September 12th, 2017, Respondent failed to follow EMS Protocol 03.03A because high-quality cardiopulmonary resuscitation and defibrillation were not administered in a timely manner. At the time, the respondent was a licensed Advanced Emergency Medical Technician – Cardiac.
3. That the response to a call for emergency medical services described in paragraph two (2) above constitutes unprofessional conduct pursuant to R. I. Gen. Laws § 23-4.1-9, because it is a requirement of all EMS licensees to recognize signs and symptoms of a medical emergency and apply protocols appropriately and without delay.

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FINDINGS OF FACT

1. Respondent is licensed as an Emergency Medical Technician-Cardiac pursuant to R. I. Gen. Laws Chapter 23-4.1, and holds license numbers EMT16685.
2. In responding to a call for emergency medical services on or about September 12th, 2017, Respondent failed to follow EMS Protocol 03.03A because high-quality cardiopulmonary resuscitation and defibrillation were not administered in a timely manner. At the time, the respondent was a licensed Advanced Emergency Medical Technician – Cardiac.
3. That the response to a call for emergency medical services described in paragraph two (2) above constitutes unprofessional conduct pursuant to R. I. Gen. Laws § 23-4.1-9, because it is a requirement of all EMS licensees to recognize signs and symptoms of a medical emergency and apply protocols appropriately and without delay.

ACCORDINGLY, AND BASED ON THE FOREGOING

The parties agree as follows:

1. Respondent admits to and hereby agrees to remain under the jurisdiction of RIDOH.
2. Respondent hereby acknowledges and waives:
 - a. The right to appear personally or by counsel or both before RIDOH;
 - b. The right to produce witnesses and evidence in her behalf at a hearing;
 - c. The right to cross-examine witnesses;
 - d. The right to have subpoenas issued by RIDOH;
 - e. The right to further procedural steps except for specifically contained herein;
 - f. Any and all rights of appeal of this Consent Order;
 - g. Any objection to the fact that this Consent Order may be presented to RIDOH for consideration and review;
 - h. Any objection to the fact that it may be necessary for RIDOH to become acquainted with all evidence pertaining to this matter in order to review this Consent Order adequately; and
 - i. Any objection to the fact that potential bias against Respondent may occur as a result of any presentation of this Consent Order.
3. Respondent hereby agrees to a one (1) month Suspension of her Advanced EMT-Cardiac and ERS licenses.
4. Respondent agrees to voluntarily downgrade her Advanced Emergency Medical Technician – Cardiac License to an Emergency Medical Technician license. Furthermore the respondent agrees to let her ERS license to lapse and remain expired. The lapse is considered neither surrender nor an action against her ERS license.
5. Respondent hereby agrees that her Emergency Medical Technician licenses shall be placed on Probationary status for a period of twenty-four (24) months with performance reviews submitted to RIDOH at six (6) month intervals by (a) the Service Chief or authorized designee and (b) the medical director of ambulance

service(s) at which Respondent is employed or performs volunteer service. This probationary period is retroactive to May 1st, 2018 and abated on September 14th, 2018. The respondent is credited with six (6) months and twenty (27) days. Eighteen (18) months and three (3) days remain of the probationary period on the respondent's license. The probationary period will resume once the respondent proves voluntary or paid employment.

6. The Probationary period shall commence again upon execution of this amended Consent Order and will abate for any period that Respondent is not employed and/or performing volunteer services with a licensed ambulance service, as determined by RIDOH.
7. That during the period of Probation, if Respondent changes employment and/or volunteer services, she shall notify RIDOH forthwith and shall be responsible for notifying current and future employers of the provisions of this Consent Order.
8. Respondent hereby agrees to be retrained in the following protocols by an EMS Instructor Coordinator approved by RIDOH:
 - a. Routine Patient Care (EMS Protocol 01.01)
 - b. Documentation (EMS Protocol 01.02)
 - c. Medical Control (EMS Protocol 01.03)
 - d. Biological Death (EMS Protocol 01.04)
 - e. Chest Pain – Acute Coronary Syndrome (EMS Protocol 03.02) (E only)
 - f. Cardiac Arrest – Adult (EMS Protocol 03.03A) (E only)
 - g. Cardiac Arrest – Pediatric (EMS Protocol 03.03P) (E only)
 - h. Airway Management – Adult (EMS Protocol 05.01A) (E only)
 - i. Airway Management – Pediatric (EMS Protocol 05.01P) (E only)
 - j. Failed Airway – Adult (EMS Protocol 05.02A)
 - k. Failed Airway – Pediatric (EMS Protocol 05.02P)
 - l. Cardiac – Defibrillation – Automated (EMS Protocol 07.23) (E only)
 - m. Cardiac – Defibrillation – Manual (EMS Protocol 07.24) (E only)
 - n. Cardiac – Mechanical CPR Device (EMS Protocol 07.28)
9. Upon completion of the above program of retraining and certification, Respondent shall be required to sit for a practical examination supervised by a Chief Examiner

of the National Registry of Emergency Medical Technicians, as assigned by RIDOH.

10. This Consent Order shall become part of the public record.
11. The respondent agrees to wait 36 months after the probationary period has completed before attempting a new AEMT, AEMT-Cardiac or Paramedic course of training.
12. Respondent has read this Consent Order and understands that it is a proposal and is not binding on Respondent until signed by the Director of RIDOH. Once approved by the Director of RIDOH, this Consent Order shall remain in full force and effect until further order of RIDOH.
13. Failure to comply with the terms of this Consent Order shall subject Respondent to disciplinary action.

Signed this 2nd day of April, ~~2018~~ 2019

Judith Salisbury
JUDITH ANN SALISBURY

EMT16685

Approved this 30th day of April, ~~2018~~ 2019

Nicole Alexander-Scott

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