

OEMS at a Glance

Emergency Medical Services (EMS) regulations have been in place since July 1, 1996, under the Emergency Medical Services Regulatory Board (EMSRB). On January 1, 2025, the EMSRB transitioned to the Minnesota Office of Emergency Medical Services (OEMS).

The OEMS continues to serve with the same mission and values, ensuring high-quality emergency medical care for all Minnesotans.

OEMS Values:

- Collaborative
- Inclusive
- Trusted
- Efficient
- Consistent
- Fair

We are committed to supporting EMS providers and ensuring the health and safety of our communities.

Mandatory Reporting Requirement

Minnesota ambulance license holders and EMS professionals are held to high ethical and professional standards. Reporting misconduct is essential to maintaining these standards, protecting public safety, and ensuring trust in emergency medical services. As a licensee, you are required to report misconduct to the OEMS within 60 days of obtaining verifiable knowledge. This accountability fosters professionalism across the EMS community.



Our Commitment to Fairness

OEMS recognizes that employers may have already addressed the reportable action. Additionally, employment termination is already a significant action. If your agency has taken appropriate steps, OEMS does not aim to further punish the individual unless necessary. Termination reports are attached to the individual's core record, allowing OEMS to monitor conduct over time and identify patterns of behavior. Our goal is to balance fairness with accountability, ensuring the integrity of Minnesota's EMS system.

Additional Laws

- Minn. Stat. § 144E—Office of EMS
- Chapter 13—Data Practices
- Chapter 14—Administrative Procedure

Minnesota Office of EMS

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Disclaimer: This brochure summarizes general reporting obligations under Minn. Stat. §§ 144E.27 and 144E.28. It is not a comprehensive guide or legal interpretation. Employers and licensees remain responsible for reviewing applicable laws, rules, and OEMS guidance in full. OEMS does not extend the 60-day reporting deadline unless allowed by statute and may consider exceptional circumstances consistent with the law. Active investigative data are protected under Minn. Stat. §§ 13.41 and may only be shared when authorized by law.

Reporting Misconduct



OFFICE OF EMERGENCY MEDICAL SERVICES

This pamphlet explains the basic requirement for licensed ambulance services to report misconduct involving EMS personnel to the Office of Emergency Medical Services (OEMS). It provides an overview of the reporting process but is not a detailed guide. OEMS has the legal authority to take appropriate actions based on the information received.

***Mission:** To protect the public's health and safety through regulation and support of the EMS system.*

Reportable Conduct

You must report any conduct you reasonably believe could lead to disciplinary action under Minn. Stat. § 144E.27, subd. 5 and § 144E.28, subd. 5 within 60 days of learning about it.

It is not your responsibility to confirm a violation—**your duty is to report behavior that could constitute grounds for discipline**. The law outlines 13 specific violations which are identified below. While the range of violations is broad, Minnesota law mandates your reporting of these violations.

- 1. Violates 144E.001-144E.33:** Breaks state EMS laws or rules, disobeys orders or agreements from the director, or fails to complete corrective actions.
- 2. False Information:** Lies or provides false details on a certification application.
- 3. Criminal Convictions:** Is convicted of or pleads guilty to felonies or crimes like assault, sexual misconduct, theft, or illegal drug/alcohol use.
- 4. Inability to Perform:** Cannot safely provide EMS due to illness, substance use, or physical/mental conditions.
- 5. Unethical Conduct:** Acts in ways that deceive, harm, or disregard public safety or welfare.
- 6. Patient Abuse:** Mistreats or abandons a patient.
- 7. Controlled Substances:** Breaks state or federal drug laws.
- 8. Unprofessional Conduct:** Acts unprofessionally or below acceptable standards, even if no harm occurs.
- 9. Expired Credentials:** Provides EMS with lapsed or nonrenewed certification.
- 10. Disciplinary Action Elsewhere:** Faces penalties, discipline, or denial of credentials in another state or by another regulatory authority.
- 11. Sexual Misconduct:** Engages in sexual or inappropriate behavior with a patient.
- 12. False Statements:** Lies to the director or obstructs an investigation.
- 13. Program Noncompliance:** Fails to participate in or complete required health or diversion programs.

Reporting Employment Changes

You are required to report employment changes - such as termination, resignation, or separation for cause - involving EMRs, EMTs, AEMTs, or Paramedics. This includes reporting:

- Dismissals from employment.
- Resignations that occur before the conclusion of a disciplinary process or before formal charges begin, if the individual knows charges are being considered or prepared.

Reports must be submitted **within 60 days of the dismissal or resignation**. The 60-day deadline cannot be extended, even if the individual exercises rights under a collective bargaining agreement or is under criminal investigation. Timely reporting ensures accountability and supports professionalism within the EMS community.

How to Report



Scan to access the
OEMS reporting
form

Reports must be submitted through the secure online reporting form available on the OEMS website at mn.gov/oems. Submitting a report does not guarantee that OEMS will take action. Most reports do not result in full investigations. Your role is to manage your service's policies and procedures, while OEMS addresses potential statutory violations.

Data Privacy for OEMS Investigations

The Minnesota Government Data Practices Act protects information collected during an investigation. Active investigation data is kept more private than inactive data. OEMS can only share details of an investigation when the law permits it.

After you file a mandatory report, OEMS will not share your identity except as permitted or required by law. Active investigations remain confidential until closed or otherwise authorized for release.

Mandatory Report Review



1 REVIEW THE REPORT

We review the reported conduct to determine if it is under OEMS's jurisdiction and authority.



2 ASSESS NEED FOR INVESTIGATION

If the information justifies further action, we open an investigation. If the licensed service's actions sufficiently address the conduct, we close the matter without investigation.



3 INVESTIGATION REQUIRED

During the investigation, we gather evidence by interviewing the subject and others with relevant information. We will also request employment information and utilize subpoenas when necessary. We review all evidence to determine if there is sufficient evidence to show a statute violation and determine appropriate actions, if any.



4 NOTIFICATION

You will be informed when the OEMS closes your report, whether or not an investigation occurs. If an investigation leads to action, you will receive a copy of the decision along with your closure letter. If no investigation is conducted, you will be notified that your reporting requirements have been fulfilled.