

Wisconsin-1 DMAT Recruitment Information

Thank you for your interest in applying to the Wisconsin-1 Disaster Medical Assistance Team!

Please read the following information before you complete a questionnaire.

The mission of the Wisconsin-1 Disaster Medical Assistance Team (WI-1 DMAT) is to deliver quality medical care to victims of natural and man-made disasters, mass casualty incidents, and special occurrences. A DMAT consists of medical personnel, logistical and administrative personnel, and equipment required to provide medical care in austere environments when an event has destroyed or overwhelmed local medical resources.

Members of the WI-1 DMAT are intermittent federal employees under the National Disaster Medical System (NDMS), U.S. Department of Health and Human Services (HHS). While activated under official NDMS orders, team members are considered federal employees, and are protected by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). When not activated, members are private citizens.

Pre-requisites for Application

There are several requirements for an individual to apply to WI-1 DMAT.

Candidates for application are expected to

- be in good health, and able to tolerate the physical, cognitive, and emotional stresses of field work in austere environments
- be able to work well with others in environments with limited privacy
- work in a military-type command structure
- be flexible enough to work in roles that may be different from their regular jobs
- be willing to dedicate their own time for education, training, and missions

All applicants must complete the following basic incident command system courses (available online at <http://training.fema.gov/IS/>):

- IS-100 - Introduction to the Incident Command System (ICS)
- IS-200.b - ICS for Single Resources and Initial Action Incidents
- IS-700.a - Introduction to the National Incident Management System (NIMS)
- IS-800.b - Introduction to the National Response Framework (NRF)

All applicants (including non-medical positions) must have been certified in basic cardiopulmonary resuscitation (CPR) after 1995.

Individuals who will be involved in direct medical care must also have a current, unrestricted state license to practice. There are also required certifications, based on level (these must have been completed at some point, but do not have to be current). Other preferred certifications will be given consideration when considering an application.

Emergency Medical Technician (EMT-Basic):

Required – CPR

Preferred – NDLS, PHTLS

Advanced Emergency Medical Technician (or EMT-I, EMT-I Tech):

Required – CPR

Preferred – NDLS, PHTLS

Paramedic (EMT-Paramedic):

Required – ACLS, CPR

Preferred – NDLS, NRP, PALS, PHTLS (or ATLS)

RN/NP/PA, Pharmacists, Respiratory Therapy:

Required – ACLS (or PALS for pediatric specialties), CPR

Preferred – ABLS, ATCN, ATLS, NDLS, NRP, PALS

Other specialty certification (such as critical care, trauma, emergency nursing, etc.)

MD/DO:

Required - ACLS (or PALS for pediatric specialties), CPR

Board certification by a member board of the ABMS or AOA

Preferred – ABLS, APLS, ATLS, PALS, NDLS, NRP

Applicants will be required to submit proof of their licensure, certification, and incident command course completion with their initial application.

Expectations of Team Members

Participation in a DMAT is a federal service commitment. Team members are expected to fulfill their service obligations to the team and government.

DMAT members are expected to:

- undergo the federal employment process
- undergo a background investigation (criminal and financial) at the Chicago regional office
- purchase their own set of uniforms and personal equipment (estimated approx. \$700 initial cost)
- meet NDMS physical and medical fitness standards
 - o be able to walk 2 miles carrying 25 pounds in 30 minutes or less
 - o be up-to-date on required immunizations
- stay up to date with team correspondence (via email and phone)
- attend team meetings (estimated 2 hours once per month)
- attend team training (estimated 8 hours each quarter)
- attend HHS Integrated Preparedness Summit or NDMS field training (5 days annually)
- if activated for field deployment, report for duty within 8 hours, for a deployment of up to 14 days (estimated less than once a year for any individual)
- maintain levels of certification, licensing, and training on their own time and expense
- assist fellow team members by covering deployment or work shifts as needed

When activated under official orders (which includes field deployments and NDMS field training, though not regular team meetings or training), team members receive

- hourly wage at the federal pay scale (not regular private employment wage)
- federal liability coverage (except under gross negligence or criminal acts)
- long-term disability coverage (at the federal pay scale)

Employers

Team members who fulfill their service obligations as a member of the DMAT are provided the legal protection of the Uniformed Services Employment and Reemployment Rights Act of 1994. Employers of DMAT members are expected to adhere to the provisions of the law. USERRA law is intended to ensure that members of an authorized federal uniformed service (which includes NDMS team members) are not disadvantaged or discriminated against in their civilian careers because of their service. (For more information on USERRA law, refer to <http://www.esgr.org/Site/USERRA/tabid/75/Default.aspx>)

Employers who employ DMAT team members are expected to

- allow the activated individual to report for duty when official orders are issued
- allow the individual to return to work after deployment
- maintain the employee's usual medical insurance coverage (if the deployment is less than 30 days)

Please remember that employers do not have to provide wages, liability, or long-term disability coverage for individuals during their deployment (as those are provided by the federal government). Therefore, for almost all team members, a DMAT deployment will result in a loss of pay.

DMAT members are required to provide proof of their official orders to their employer in order for USERRA protection to apply.

Because service on a DMAT can result in an individual missing work with short notice, all applicants are encouraged to discuss their possible participation before applying. As part of the application process, the team requires the applicant to present a letter to their employer explaining the possible involvement in the DMAT.

Application Process

Candidates for team membership will be first assessed based on the completed team application/questionnaire, along with the supporting documentation (proof of licensure, certifications, and completion of incident command courses). The initial questionnaire and resume/CV will be reviewed to determine if the individual's background training and experience is appropriate for DMAT service.

Candidates who pass the initial review will be interviewed. This interview will assess the individual's education and training, understanding of DMAT service commitment, and the ability to work in a team structure under adverse conditions. The candidate will be rated in these areas and a decision will be made on whether to officially recruit the individual as an applicant to the team. These individuals will be contacted with information on how to begin the federal hiring/application process.