



State of Utah

SPENCER J. COX
Governor

DEIDRE M. HENDERSON
Lieutenant Governor

Department of Public Safety

JESS L. ANDERSON
Commissioner

Dear EMS Agency Leaders,

The Utah Bureau of Emergency Medical Services (BEMS) is writing to clarify important considerations regarding EMS personnel practicing under the authority of the Interstate Commission for EMS Personnel Practice (United States EMS Compact).

Under Utah law, the EMS Compact allows qualified EMS clinicians with a valid, unrestricted license issued from another Compact Member State to immediately practice in Utah for an indefinite time period. This is a significant advantage and a valuable workforce resource—one that BEMS fully supports and encourages. The EMS Compact strengthens our state's EMS system by allowing qualified clinicians to respond efficiently across state lines while maintaining high standards of professionalism and public safety.

However, there are several important reminders for EMS agencies and employers to ensure proper compliance and accountability:

- Always verify Privilege to Practice using primary source validation. The only authorized method is through the Compact's official verification system at www.emscompact.gov, using the clinician's National EMS ID Number.
- Ensure all personnel are oriented to Utah-specific requirements. EMS agencies are responsible for confirming that all clinicians operating under Compact privilege are familiar with Utah's scope of practice, clinical protocols, laws, and EMS regulations.
- Recognize that licensure vetting standards may vary. All EMS Compact personnel have been vetted by another state EMS office in accordance with that state's laws. While all Member States share the goal of public protection, individual states may permit variations in eligibility that differ from Utah's standards or an agency's internal policies. We encourage agencies to continue exercising appropriate diligence, including performing their own criminal history records check if consistent with agency policy.
- Encourage permanent staff to obtain Utah licensure. Although the EMS Compact provides a lawful and valid privilege to practice, Utah-based EMS personnel who intend to remain in-state are strongly encouraged to apply for a Utah EMS professional license. Our licensing process is streamlined and efficient—and importantly, under the Compact, qualified clinicians may continue to practice in Utah while their Utah license is being processed.
- Compact privilege does not authorize independent practice. All EMS clinicians—whether licensed in Utah or practicing under Compact privilege—must be affiliated with a

recognized Utah EMS agency that operates under the direction of a Utah-licensed physician medical director. Independent or unaffiliated practice is not permitted under Utah law.

BEMS remains fully committed to the goals and values of the EMS Compact and the national framework it establishes to enhance emergency care. The Compact is a tool of great benefit to clinicians and communities alike, and Utah continues to support its role in strengthening interstate collaboration.

We appreciate your ongoing commitment to maintaining the integrity, readiness, and safety of Utah's EMS system. If you have questions or would like assistance interpreting EMS Compact provisions or Utah licensure policy, please contact our office at any time.
Thank you for your continued leadership and dedication to the people of Utah.

Sincerely,

A handwritten signature in black ink, appearing to read 'Darin Bushman', with a stylized, flowing script.

Darin Bushman
EMS Director
Bureau of EMS