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EMS Educator and Speaker

**“An Approach to Company Officer Discipline” (60 – 90 minutes)**

Breakout/Concurrent Sessions

Summary

Discipline of employees is an onerous task that company officers must undertake. Our perception of discipline is that of punishment. However, discipline is an effective tool that can be utilized to mold firefighters into effective, safe, and contributing members of any department. The key to discipline is to use it appropriately and more often than not, it can result of no punitive actions being taken. James will share with you his experiences and approaches to discipline, as well as providing insight to typical dilemmas officers may face during their career when dealing with this aspect of management.

Objectives

- Define disciplinary action.
- Explore the concept of what creates problem employees.
- Discuss the steps of progressive discipline.
- Discuss legal aspects of employee discipline.