



## FLORIDA DEPARTMENT OF JUVENILE JUSTICE POLICY

**Secretary** /s/, Frank Peterman, Jr.

**Date:** 12/17/08

**Subject:** Consulting Professional Staff Concerning Personal Matters

**Section:** FDJJ – 10,020

**Originating Office:** Health Services

**Authority:** s.20.316, F.S., and Ch. 985, F.S.

**Related References:** Florida Statutes Chapters 458, 459, 460, 464, 465, 466, 469, 468, 483, 486, 490, 491

**Purpose:** The purpose of the policy is to clarify that employees shall not request personal advice or services from licensed professionals, employed by the State.

**Offices Affected by the Policy:** All offices within the Department.

### **POLICY STATEMENT:**

- The Department employs various licensed professionals as state employees to provide professional advice and services to the Department. Licensed professionals include, but are not limited to, Physician (Doctor of Medicine or Osteopathy), Psychiatrist, Pharmacist, Dentist, Psychologist, Advanced Registered Nurse Practitioner, Physician Assistant, Licensed Mental Health Counselor, Licensed Clinical Social Worker, Registered Nurse, Licensed Practical Nurse, Physical Therapist, Chiropractor, Respiratory Therapist, Radiologist, etc.
- These licensed professionals are not employed or contracted with for the purpose of providing advice and/or services to DJJ employees, or their families, concerning personal matters.
- Therefore, no employee shall seek professional advice, services, treatment or diagnosis from any professional who is employed or contracted by the Department if that advice, service, treatment or diagnosis relates to a matter of a personal or family nature and that request is made during working hours and at the employee's workplace.
- DJJ employees are not permitted to solicit or pressure the aforementioned professionals for personal benefit.
- Except as provided below, no licensed professional employed by the department shall provide professional advice, service, treatment or diagnosis to an employee of the department if such professional advice, service, treatment or diagnosis is not job-related and occurs while either the professional or employee is at work.
- It is not the intention of this policy to prohibit an employee of the Department from having a professional relationship with another Department employee so long as that relationship takes place during non-work hours, off-site and is conducted in accordance with the respective professional's standards of practice.
- It is not the intention of this policy to prohibit an employee from seeking help from any employee, professional or not, in the event of any type of medical emergency.

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- The Department shall provide both staff and visitors emergency treatment in the best manner possible, consistent with the equipment and staffing available.
- Staff will address all life-threatening emergencies (cardiovascular accidents, major injuries, etc.), utilizing available skills necessary for stabilizing the individual pending transfer by emergency medical transport to an outside medical facility.
- All outside employment by DJJ employees must comply with the Department’s dual employment policy.

**PROCEDURES/MANUALS:** N/A