

Revised

**State EMS Advisory Board Meeting
Norfolk Waterside Marriott, Norfolk, Virginia
November 7, 2007
1:00 PM**

Members Present:	Members Absent:	Staff:	Others:
Randy P. Abernathy	Sherrin C. Alsop	Gary R. Brown	Matthew Cobb
Coan Agee	Gary P. Critzer	P. Scott Winston	Lisa Kaplowitz, M.D., MSHA
Byron F. Andrews, III	May H. Fox	Carol Morrow	Mark Pennington
J. David Barrick	Rao R. Ivatury, M.D.	Winnie Pennington	Kent Weber
Edward B. Bish, Jr.	Clarence Monday	Christy Saldana	Petra Connell
Jason D. Campbell	Linda Sayles	Beth Singer	Kevin McGinnis
Jennie L. Collins	Douglas R. Young	Tim Perkins	Jim Chandler
Robert V. Crowder, III		Tom Nevetral	Connie Purvis
Gary R. Dalton		Chad Blosser	Marcia Pescitani
Kevin L. Dillard		Michael D. Berg	Melinda Duncan
James R. Dudley, M.D.		Gregory S. Neiman	David E. Cullen, Jr.
Bruce Edwards		Warren W. Short, Jr.	Pat Pope
Theresa E. Guins, M.D.		Paul Sharpe	John Cooke
L.V. Pokey Harris		Rohn Brown	Christopher Price
Linda G. Johnson		David Edwards	Rob Logan
Cheryl L. Lawson, M.D.		Dennis Molnar	Zeb Lilly
Lori Moore-Merrell		Paul Fleenor	Paul Helmuth
Morris Reece		Wayne Berry	Dana Love
Karen D. Wagner		Ken Crumpler	Don Barklage
Carl F. Wentzel, III, M.D.		Jimmy Burch	Robin Davis
Anthony Wilson		Amanda Davis	Ed Rhodes
		Jodi Kuhn	Dreama Chandler
			Thomas Jarman
			Bill Bullock
			Rena Sharpe
			Greg Woods
			Tina Skinner

Topic/Subject	Discussion	Recommendations, Action/Follow-up; Responsible Person
CALL TO ORDER – KAREN WAGNER Approval of Minutes and Meeting Agenda	The Chair, Ms. Wagner, called the meeting to order at 1:08 PM. The minutes from the August 17, 2007 meeting were approved, as submitted. The Agenda for the meeting was approved with one change; the EMS for Children Report would be the first committee report given because Dr. Guins has to leave the meeting early.	

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CHAIR REPORT – Karen Wagner	No report.	
First Vice Chair Report– Randy Abernathy	The EMS Advisory Board held a Town Hall Meeting on October 16, 2007 in Staunton, Virginia. Mr. Abernathy thanked David Cullen and the Central Shenandoah EMS Council for their hospitality. There was good attendance and a lot of good discussion ensued.	
2nd Vice Chair Report – Jennie Collins	No report.	
State EMS Medical Director’s Report – Allen Yee, M.D.	Dr. Yee was not present.	
Office of EMS Reports – Gary Brown and Staff	<p>Mr. Brown gave an overview of the symposium and an update on some of the week’s events. The Board was reminded that most of the information that will be discussed at the meeting can be found in the Quarterly Report to the Board.</p> <p><u>State Health Commissioner</u> Dr. Stroube, the State Health Commissioner, is retiring; and suggested that the Advisory Board should go on record to thank Dr. Stroube for his service to the Commonwealth of Virginia.</p> <p><u>State EMS Medical Director Position</u> The State EMS Medical Director position will be advertised in the next few weeks.</p> <p><u>State Board of Health</u> Mr. Brown recapped some actions taken by the Board of Health at their October 19 meeting. The Board of Health approved the State EMS Plan. The Board of Health also approved the Notice of Intended Regulatory Action for the Durable Do Not Resuscitate Regulations. OEMS will now begin the process to revise those regulations.</p> <p><u>Governor Budget Reduction Plan</u> Mr. Brown recapped the Governor’s budget reduction plan. There is a five percent reduction for the Poison Control Centers. The General Fund appropriation for Trauma Center Fund has been eliminated; but not the two revenue streams that feed into the Trauma Fund, Special Funding. They are still intact.</p> <p><u>Virginia Fire and Rescue Magazine</u> Mr. Brown went on record to acknowledge and thank Jason Campbell and the Virginia Fire and Rescue Magazine for including information regarding the Virginia EMS Symposium in their magazine. The magazine was distributed to all Symposium attendees.</p>	

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	<p><u>Scope of Practice</u> Mr. Brown gave the Board a brief overview of a document he distributed regarding the EMS Education Agenda and the Scope of Practice. Mr. Brown serves as the East Representative on the National Association of State EMS Directors Executive Committee. Recently he hosted a conference call with all of the Eastern states to get input from each state as to where they are in regards to the Scope of Practice. The Scope of Practice was also a major topic of discussion at the National Conference in November. Mr. Brown provided the Board with a summary from the comments of the nine states that participated in the conference call.</p> <p><u>House Joint Resolution No. 743</u> Scott Winston reported that HJR 743 established a joint subcommittee to study incentives for fire and rescue volunteers in an effort to recruit and retain volunteers. Mr. Winston reported that the subcommittee has scheduled its last meeting on Wednesday, November 14. At its September meeting, the subcommittee agreed on four legislative proposals that have been drafted. The draft legislation includes a provision for providing tax credit to volunteer firefighters and rescue squad members; providing financial assistance for tuition for EMS personnel to take training; and changing the \$4-for-Life to \$6-for-Life and using the funds generated to pay for programs and initiatives that will improve recruitment and retention of volunteer fire and EMS personnel.</p>	
Office of the Attorney General – Matt Cobb	No report.	
Deputy Commissioner for Emergency Preparedness & Response – Lisa Kaplowitz, M.D.	Dr. Kaplowitz announced that the Office of EMS will be receiving some of the Department of Homeland Security funds through the state for the patient pre-hospital registration system for replacement. The Commissioner’s Office is continually working with OEMS to attack the barriers with VITA.	

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<p>Regional EMS Council Study Report – Kevin McGinnis</p>	<p>Mr. McGinnis presented background information on the Regional Council concepts for EMS. He talked about its beginning and its evolution over the years. Mr. McGinnis familiarized the Board with the team who worked along with him on the study. Mr. McGinnis assured the Board that the experienced in Virginia in regards to the State and Regional Councils are common throughout the nation in other states with the same or similar set up.</p> <p>Mr. McGinnis explained that the focus of his study was to look at the regions, how the state was spending its money in the regions, and that the recipients of the services in each region were receiving the contracted services and were satisfied with the services received. OEMS also wanted the study to look at alternative methods of providing the services; the feasibility of continuing with the independent council structure or the benefits of creating a state-sponsored regional office structure.</p> <p>Mr. McGinnis talked about their approach to the study. He talked about the response to surveys that were mailed, as well as the in-person interviews that were conducted. Mr. McGinnis gave an overview of the report’s recommendations; all of which can be found in the report. The report does recommend some reconfiguration of the regions. The report recommends maintaining the independent structure of regional councils. The report also recommends having a full time State EMS Medical Director who works concurrently with the Regional Medical Directors and local OMD’s to develop protocols and the performance improvement system development.</p> <p>The report was distributed to the Board members. Mr. Brown said that the Office of EMS will be reviewing the final report; and will provide the Board and EMS community with feedback to the report in the near future.</p>	
<p>COMMITTEE REPORTS: Emergency Medical Services for Children (EMSC) – Theresa Guins</p>	<p>The committee met last on October 18. The “Children With Special Healthcare Needs” toolkit that the committee has been preparing is almost ready for distribution. The anticipated delivery date to the Regional Councils is in early December.</p> <p>The EMS program received a \$10,000 grant from the 2007 Flex Grant that will assist with the project of assessing the pediatric emergency care readiness of Virginia hospitals.</p> <p>At the last meeting, the committee discussed extensively the issue of EMS providers becoming mandated reporters of child abuse. It is anticipated that legislation will be introduced in this upcoming session to add EMS providers to the list of healthcare providers that are mandated reporters. Federal requirements under the Child Abuse Prevention and Treatment Act require that all licensed healthcare providers are mandated reporters. To date, Virginia has not been held to that standard because they</p>	

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	<p>are certified and not licensed. However, it is clear that the intention of the federal mandated is that all healthcare providers be mandated reporters.</p> <p>Gary Brown said that for the past couple of years there has been legislation that has been introduced in the Virginia General Assembly on this issue of EMS providers being mandated reporters for suspected cases of child abuse and neglect. In anticipating the fact that this will probably be introduced again in the 2008 General Assembly, OEMS believes that it is prudent for them as a state agency to take a position on the concept of mandated reporting.</p> <p>David Edwards, the EMSC Coordinator in the Office of EMS is the principal author of an Office of EMS Position Paper on EMS Providers Being Mandated Reporters for Suspected Child Abuse. Mr. Edwards talked about the paper and also about a subsequent survey that OEMS distributed to get an idea of how EMS providers feel about being mandated reporters for suspected child abuse. Mr. Edwards shared the results from the survey.</p> <p>The Office of EMS has taken a position in support of EMS providers being mandated reporters of suspected child abuse. As such, Dr. Guins has brought forth a motion from the EMSC Committee requesting support of the EMS Advisory Board for this concept.</p> <p>The Chair acknowledged that the motion did not have to be seconded since it was coming from a committee. She opened the floor for discussion.</p> <p>There was a lot of discussion regarding this motion. Jennie Collins asked if EMSC was in jeopardy of losing funding if they did not become mandated reporters. Dr. Guins said that right now, given the current wording, they are not in jeopardy of losing the funding.</p> <p>Jennie Collins said that part of the frustration she has and that she hears from different agencies is the issue of when they are dealing with a complex child or geriatric abuse case, is the lack of follow up by Social Services. Dr. Guins agreed that there are issues with Social Services; however, she emphasized that the goal of EMSC is to get as many abused children as possible reported.</p> <p>There was a lot of concern about funding for this initiative and concern about taking on another unfunded mandate. Dr. Guins said that child abuse education is already in the standard curriculum and that Dr. Foster, who is a child abuse expert at VCU, has already agreed to develop child abuse education curriculum so it should not require a great increase in funding.</p>	<p>MOTION: The EMSC Committee requests that the EMS Advisory Board support the concept that EMS providers at all levels be added to the list of mandated reporters of child abuse.</p>

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	<p>a list that also carries some penalties, some trading, some other things that go along with it; and she feels that this is the stumbling block.</p> <p>Dr. Guins asked to reword her motion.</p> <p>Bruce Edwards asked if he could amend the motion to add that they charge the FLAP committee with coming up with the wording and then have a special meeting of the Advisory Board to consider. Lori agreed with Bruce. A Friendly Amendment to the motion was made: that they add in that the FLAP Committee will draft language appropriate for provider protections and appropriate training.</p> <p>Matt Cobb explained that the Mandatory Reporting statute is that it does provide immunity from civil liability if you make a report in good faith that turns out not to be founded. Jennie Collins asked for clarification if FLAP was being asked to draft the legislation or just to review the draft.</p> <p>Dr. Guins also said that she would accept Bruce's Friendly Amendment if it was changed to say review because it is not her intention for the FLAP Committee draft the legislation; other groups are doing that; but she would be very happy to have the FLAP Committee review it and make comments and be very involved in the process.</p> <p>The next meeting is January 17.</p>	<p>MOTION: The EMSC Committee requests that the Advisory Board support the concept that EMS providers must report suspected cases of child abuse or neglect to the appropriate state hotline or appropriate authority.</p> <p>FRIENDLY AMENDMENT; Add in the motion that the FLAP Committee will draft language appropriate for provider protections and appropriate training.</p> <p>Dr. Dudley called for the question and it was seconded by Morris Reece. The Board was asked to vote to act upon the call for question.</p> <p>YEAS = 20; NAYS = 0; ABSTENTIONS = 0; MOTION WAS CARRIED UNANIMOUSLY.</p> <p>MOTION: The EMSC Committee requests that the EMS Advisory Board support the concept that EMS providers at all levels must report suspected child abuse to the appropriate state authority or state hotline and that the FLAP Committee review any suggested legislation to include provider protections and appropriate training.</p> <p>The motion was seconded by Bruce Edwards; and if Dr. Guins accepts it and the second accepts it. Then they can vote on it. Dr. Guins accepts the motion.</p> <p>YEAS = 20; NAYS = 0; ABSENTIONS -0; THE MOTION WAS CARRIED UNANIMOUSLY</p>

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Communications Committee – Ken Crumpler	The committee has no pending actions; and their next scheduled meeting is on Friday, November 9 at the Sheraton Hotel. At this meeting the FARC Committee has requested that they review some of the larger grants submitted by jurisdictions for large scale communications infrastructure improvements.	
Awards Selection Committee - Karen Wagner	Winners will be announced on Saturday at the Awards Banquet.	
CISM Committee – Linda Johnson	The committee does not have any action items. Their next meeting is scheduled on November 14 at the Richmond Marriott West.	
EMS Emergency Management Committee – Edward Bish	<p>The committee last met on November 1. The Emergency Operations Center is going to have an ERTEX Exercise in April or May 2008. The CISM Conference will be held May 27 – 31 at Virginia Beach. VDEM reported that they have received a \$1 million grant for the Nextel-Sprint Communications Trailer to be used for deployments. VDEM also made a presentation on the EMAC operations.</p> <p>Karen Owens from the Office of EMS is leaving the Office of EMS and the EMS Emergency Management Committee. She will be truly missed.</p>	
EMS Workforce Development Committee – Kevin Dillard	The committee last met on October 25. The committee and sub-committees have been working diligently since they were formed about a year ago. The committee is trying to recruit another committee member for the local government slot. Please send Mr. Dillard any suggestions.	
Finance, Legislation and Planning Committee - Gary Dalton	<p>The committee will share any proposed legislation with the entire Board and ask for input prior to the legislation session. The committee had two action items. The committee realized that they had errors in the wording of two motions they brought forth at the August Advisory Board meeting that were approved by the Board. The two action items are being presented to the Board to correct those errors.</p> <p>A motion from a committee does not require a second; so the Chair opened the floor for discussion; and hearing none, the vote was taken.</p> <p>Mr. Dalton also brought forth another motion to change the language in the second motion that was approved by the Board at the August meeting.</p> <p>The Chair opened the floor for discussion, and hearing none the vote was taken.</p> <p>Mr. Dalton reported that the committee met on September 28 at which time they received a report from the updated State EMS Strategic Plan. Once that Plan has been revised it will be brought to the EMS Advisory Board for approval.</p> <p>At the September 28 meeting, the committee voted unanimously to make a motion that the EMS Advisory Board support legislation that would elevate the Office of EMS to a</p>	<p>MOTION: To change the language approved at 8/17/07 meeting of State EMS Advisory Board with regards to Code of Virginia 32.1-111.4 to: The Finance, Legislation and Planning Committee recommends to the EMS Advisory Board that it support a bill to amend the Code of Virginia 32.1-111.4 to allow the Commissioner of Health to suspend any license, certification, designation or endorsement issued by the Office of EMS to any agency, entity or person without a hearing when it could cause a substantial danger to the public health or safety which warrants this action. The commissioner shall seek an expedited hearing in accordance with the Administrative Process Act.</p> <p>YEAS = 19; NAYS = 0; ABSTENTIONS = 0; THE MOTION WAS CARRIED UNANIMOUSLY.</p>

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	<p>department status and move to the appropriate Secretary that would provide, focus and give attention to the highest quality of patient care to the citizens of the Commonwealth.</p> <p>The Chair opened the floor for discussion.</p> <p>Jason Campbell said that as the Virginia Municipal League (VML) representative on the Board, he made a presentation to the VML Legislative Committee in October and asked for direction on whether to support or not support such an action, the VML decided to take no position on this action. Therefore, Mr. Campbell said that he will be abstaining from voting.</p> <p>Ms. Wagner, as the Virginia Association of Volunteer Rescue Squads (VAVRS) representative on the Board, reported that VAVRS went on record at its convention in September in support of elevating the Office of EMS to department level. Mr. Abernathy, who represents VAGEMSA on the Board, reported that the Executive Board of VAGEMSA feels that an elevation to department level could be a very progressive step in moving in the right direction, and is in support of the motion to elevate the status of the Office of EMS to department status.</p> <p>Matt Cobb reminded the Board as an advisory board that advises the Board of Health; the most appropriate designation is for the motion to advise the Board of Health of the desired course the Board would like to pursue.</p> <p>MOTION: A motion was made and properly seconded to amend the motion to change the words “moved to” to “be placed in” the most appropriate Secretariat that will provide focus and attention to the highest quality of patient care to the citizens of the Commonwealth. VOTE: YEAS=19; NAYS=0; ABSTENTIONS=1 (Jason Campbell). THE MOTION WAS CARRIED.</p>	<p>MOTION: To change language approved at 8/17/07 meeting of State EMS Advisory Board with regards to the Code of Virginia 32.1-111.9 to read: “The Financial, Legislation and Planning Committee recommends to the EMS Advisory Board that it support a bill to amend the Code of Virginia 32.1-111.9 application for Variances or Exemptions that presently reads “A Volunteer Rescue Squad and replace that wording with “an agency, entity or provider, licensed or certified by the Commissioner of Health”.</p> <p>YEAS = 19; NAYS = 0; ABSTENTIONS = 0; THE MOTION WAS CARRIED UNANIMOUSLY.</p> <p>MOTION: The Financial, Legislation and Planning Committee recommends that the State EMS Advisory Board advises the Department of Health that it supports the elevation of the Office of EMS to department status and be placed in the most appropriate Secretariat that will provide focus and attention to the highest quality of patient care to the citizens of the Commonwealth. VOTE: YEAS=18; NAYS=0; ABSTENTIONS=1 (Jason Campbell) THE MOTION WAS CARRIED.</p>

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<p>Finance Assistance Review Committee - Amanda Davis</p>	<p>Finance Assistance Review Committee (FARC) will meet on Thursday, November 8. The FARC regulations have been signed and they will be effective January 1, 2008. FARC is working with the Workforce Development Committee on developing a recruitment retention worksheet to more effectively grade the Recruitment Retention grants. For this grant cycle, FARC received \$8.2 million in requests from 142 agencies; and they have approximately \$4.5 million to award.</p> <p>The Award meeting is scheduled December 6 and 7, in Richmond.</p> <p>The Office of EMS was awarded the Department of Homeland Security grant. They applied for \$1.5 million; and they were awarded \$1.39 million to develop and implement a new state-wide patient care reporting system.</p> <p>Ms. Wagner applauded Amanda Davis for her initiative and hard work that resulted in receiving this grant.</p>	
<p>Medevac Committee – Bruce Edwards</p>	<p>The Board received copies of the first Best Practices sections that has been approved by the Committee. The committee has brought this section to the Board for their approval.</p> <p>The Chair opened the floor for discussion following the motion. Following discussion, the Chair called for the vote.</p> <p>Mr. Campbell inquired about the issue of trying to recapture the \$1 million that goes to the State Police for Med flight programs back to the Office of EMS. Mr. Campbell wanted the Board to consider what impact that action will have on the med flight programs. Mr. Brown gave some background on the history of those funds.</p> <p>Ms. Wagner said that this issue will be further investigated before going forth with actions to recoup the funds.</p>	<p>MOTION: The Medevac Committee recommends the adoption of Deliverable 2.1: Dispatch Best Practices Terms. VOTE: YEAS=19; NAYS = 0; ABSENTIONS = 0 The motion was carried unanimously.</p>

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<p>Medical Direction Committee – James Dudley, M.D.</p>	<p>The committee last met on October 18. Dr. Charles Lane has agreed to be the Medical Direction Committee representative to the Professional Development Committee. Dr. Dudley has agreed to serve as an alternate for Dr. Lane in this position.</p> <p>A training DVD from the American Heart Association and the Virginia Department of Health regarding stroke care. It has been sent to EMT Instructors, Regional Councils and OMD's.</p> <p>Dr. Yee presented some model legislation which provides for liability protection for EMS providers volunteering during disasters.</p> <p>The committee passed a motion affirming the authority of the OMD to develop, promulgate and implement patient destination criteria for his or her agency.</p> <p>Bob Crowder stated that he has had previously voiced concerns about patient destination criteria to both Gary Brown and Ms. Wagner. He gave an overview of his concerns about this issue as well as briefing board members who may not be aware of the issue and resulting problems. Mr. Crowder explained that the subject at hand is the issue of freestanding emergency departments that have evolved in Northern Virginia and Tidewater and the role that they play in regards to the destination of transported patients.</p> <p>Ms. Wagner said that she would like to suggest that the information that Mr. Crowder passed on to her that it be forwarded to the Medical Direction Committee and to have them include that in the discussions that they are currently already having on that particular topic. Mr. Crowder was agreeable to do that.</p> <p>Dr. Dudley said in response to Mr. Crowder's concern, he has had several discussions since the Medical Direction Committee regarding this that has broadened his perspective on that; and he also feels the committee needs to revisit the whole issue; and he feels that Mr. Crowder's insights will be important to that task. Ms. Crowder said he would be happy to contribute what he can as a member of the Board.</p> <p>Ms. Wagner added that recommendations that come from the committee on this issue may need to go the regulatory route as well, through Regulation and Policy. She agrees that it is appropriate to start at the committee level so that the OMDs can weigh in on this issue and then bring that information back to the Board.</p>	<p>The Chair suggested that the Medical Direction Committee bring information on this topic back to the next Board meeting for discussion and/or action.</p>

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Nominating Committee - James Dudley, M.D.	Dr. Dudley, on behalf of Dr. Wentzel, reported that there was no report.	
Professional Development Committee - Randy Abernathy	<p>The committee is continuing its work on the Competency Based EMT programs. The programs have been very successful. The committee is also reviewing the Intermediate curriculum. They are working with the Medical Direction Committee on changing the curriculum for the Enhanced EMT program.</p> <p>Mr. Abernathy asked Dr. Kaplowitz about the restrictions on OEMS staff being allowed to travel for appropriate training. Dr. Kaplowitz explained that there is restriction on out-of-state travel coming from the Governor's office as a result of a budget shortfall. The Commissioner's office tries hard to get necessary out-of-state travel for Training opportunities approved.</p>	
Regulation and Policy Committee – Jennie Collins	<p>The last meeting was canceled because the Attorney General's review of the draft Training regulations was not complete.</p> <p>Mr. Berg reported that the Notice of Intended Regulatory Action (NOIRA) was approved and published on October 26. The comment period will close on November 26. The Financial Assistance for EMS Agencies and the Regional EMS Council Designation Process have been signed by the Governor. They have been published in the Register. It will go into law on January 1, 2008</p> <p>The Durable Do Not Resuscitate program NOIRA was approved and is in the Department of Planning and Budget.</p>	
Transportation Committee - David Barrick	<p>The Transportation Committee met on October 29. They reviewed 38 ambulance requests of the RSAF program. They had two vacancies on the Transportation Committee; one has been filled by David Cullen. The committee is actively recruiting another member. Please forward information to Mr. Barrick.</p> <p>The next meeting is January 28 at VAVRS Headquarter in Oilville at 1 PM.</p>	
Trauma System Oversight & Management Committee - Morris Reece	No report.	
Regional EMS Council Executive Directors - Tina Skinner	Tina Skinner said that this will be her last report as Chair because she will be completing her third year as Chair. The group has not met; and they are scheduled to meet November 15 at the Rappahannock EMS Council new Regional Training and Simulation Center. Ms. Skinner announced that Jon Donnelly, the ODEMSA region Executive Director will be retiring in January. The Regional Directors recognized Jon Donnelly for his many years of service and support to the EMS community.	
PUBLIC COMMENT	NONE	

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OLD BUSINESS	<p>Ad Hoc Committee on Health and Safety- Jason Campbell chaired the committee. Mr. Campbell recapped the purpose of this ad hoc committee. They want to have a summit to address health and safety issues among EMS providers. Mr. Campbell has put together a group of stakeholder groups that they would like to have representatives from on the committee.</p> <p>August 17 meeting there was a discussion on the status of PPCR and the recommendations moving towards NEMSIS and some of the VITA issues that existed. Mr. Sharpe gave an update on moving the registry forward. They have funding. They have secured the strategic plan amendment from VDH. Dennis has put in a request for a Planner that will put in the plan to VITA. Jennie Collins asked that the Office of EMS work with the agencies that are working to meet the goals.</p>	
NEW BUSINESS	<p>Kevin Dillard commented that historically when it is time for Board elections, the Board is presented the slate of officers at its meeting and the vote takes place the same day. Mr. Dillard requested that in the future the Nominating Committee submit the officers and have them included in the Quarterly Report so that they know who is coming up for election and can make a more informed vote.</p> <p>Ms. Wagner said that she will review the bylaws and see if that will need to be changed; and if yes, bring that information and action forward at the next meeting.</p>	
Adjournment	The meeting was adjourned.	

DRAFT