



Paramedic Association of Canada
Association des Paramédics du Canada

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**2017-2019
Strategic Plan**
www.paramedic.ca

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Executive

Chris Hood, President
Dave Deines, Chairman
Tim Stairs, Treasurer
Pierre Poirier, Executive Director
Dwayne Forsman, Chief Administrative Officer

Board of Directors

Dave Deines, British Columbia
Peter Helfrich, Alberta
Kyle Sereda, Saskatchewan
Cameron Ritzer, Manitoba
Ashleigh Hewer, Ontario
Patrick Dufresne, Quebec
Phil Comeau, New Brunswick
Chris Harris, Newfoundland and Labrador
Ryan O'Meara, Prince Edward Island
Benoit Bolduc, Royal Canadian Medical Service

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President, Chris Hood
Approved 2017 October 04

Executive Director, Pierre Poirier

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1. Introduction

The Paramedic Association of Canada (PAC) is a voluntary professional organization of paramedics. The PAC's mission is to advance the paramedic profession throughout Canada. The PAC will also promote collegiality and advocate for the professional interests of paramedics. Founded in June, 1988 as the Canadian Society of Ambulance Personnel (CSAP), the PAC is the national voice of paramedicine which supports paramedics in providing high quality health care to patients. The CSAP was renamed the Paramedic Association of Canada in 1997. The PAC represents over 20,000 paramedics across Canada. Principally, each member belongs to a provincial chapter and/or the Canadian Forces. Our membership includes individual members, members of professional regulatory colleges and union members.

PAC affiliates with managers and unions, and other stakeholders where our interests align.

1.1 Chapters

- Ambulance Paramedics of British Columbia
- Alberta College of Paramedics
- Saskatchewan Emergency Medical Services Association
- Paramedic Association of Manitoba
- Ontario Paramedic Association
- Corporation des Paramédics du Québec
- Paramedic Association of New Brunswick
- Paramedic Association of Prince Edward Island
- Paramedic Association of Newfoundland and Labrador
- Canadian Armed Forces, Royal Canadian Medical Service

1.2 Vision, Mission, and Values

The Vision of the Paramedic Association of Canada is to have Paramedicine recognized in health care legislation and particularly in primary health care. The Mission of the Paramedic Association of Canada is to provide quality care for the public through leadership in the advancement of the profession of paramedicine. Our values are integrated into the following statement:

“PAC is committed to leading the profession of paramedicine, through a spirit of collaboration, with commitment to the vision. We will demonstrate honesty, integrity and transparency in our affairs, be accountable to the Chapters, and fairly represent Paramedics with a national focus. We are fundamentally committed to the continual renewal of the Canadian Paramedic Profile (formerly the NOCP), the development of a National Examination, and the development of a National Registry.”

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1.3 Goals

The PAC Executive will be guided by three goals in the period of 2017-2019. These goals have been established to provide guidance to the Executive for the preparation of annual operational plans and budgets for the Board's consideration and to provide a framework within which progress will be assessed.

- Providing Member Services (support)
 - Legislative
 - To implement the PAC bylaws as revised annually with the current PAC Strategic Plan.
 - Maintain PAC website with current and relevant information.
 - Regular distribution of the PAC eNews information newsletter.

- Improving Professional Practice
 - National Occupational Competency Profile (NOCP) renewal process: the creation of a new Canadian Paramedic Profile including *Paramedic Roles, Code of Ethics and Standards of Practice*
 - Developing a National *Educational Framework* for the profession
 - Developing a National *Assessment Guideline* for the profession
 - Establishing a new *Accreditation* process for the profession
 - Collaborate with the Society for Prehospital Educators in Canada (SPEC) in the education of Paramedics
 - Collaborate with the Paramedic Chiefs of Canada (PCC) to further the profession
 - Collaborate on national research initiatives to develop best practice guidelines for the profession
 - Engagement with the Canadian Patient Safety Institute
 - Developing standards for the profession in collaboration with the Canadian Standards Association, including Health and Wellness standards

- Promoting the Paramedic Profession
 - Support the development and National Health Workforce Database for Paramedics with the Canadian Institute for Health Information
 - Support the development of a National Registration for Paramedics
 - Support the development of a National Examination based on the new Canadian Paramedic Profile documents
 - Develop National and International partnerships for the profession
 - Support provincial applications for self-regulation
 - Support the development of baccalaureate and advanced degree programs in paramedicine
 - Expanding the National Liability Insurance program for paramedics
 - Recruiting new chapters
 - Support for the Canadian Paramedic Memorial Foundation

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2. The Organization

2.1 Board of Directors

The Board of Directors is comprised of a maximum of 14 members; 13 Directors and one Chairperson who shall be the President or designate from each provincial or territorial Chapter.

2.2 Committees

All committees are responsible and accountable to the Board of Directors. There is one standing committee:

- The **Executive Committee** which is comprised of the President, Chairperson, Treasurer, Executive Director and Chief Administrative Officer. The Executive Committee handles the overall administration that guides the organization.

The Board of Directors has created the following ad hoc committees:

- The **National Occupational Competency Profile (NOCP) Committee** which is tasked with ongoing renewal and maintenance of the Canadian Paramedic Profile (formerly NOCP).
- The **Public Relations Committee** which is tasked with improving communications within the profession, public, media and politicians.
- The **Health and Wellness Committee** which is tasked with improving paramedic health and wellness, both mental and physical.
- The **Paramedic Across Canada Expo Committee** which is tasked with the coordination of the bi-annual national paramedic conference.

2.3 Stakeholders

PAC recognizes the requirements for positive relationships with similar professional organizations in the pursuit of furthering paramedicine. These relationships include the following organizations:

- Paramedic Chiefs of Canada (PCC)
- Society for Prehospital Educators in Canada (SPEC)
- Canadian Association of Emergency Physicians (CAEP)
- Canadian Standards Association (CSA)
- Canadian Organization of Paramedic Regulators (COPR)
- Canadian Safety and Security Program (CSSP)
- Domestic Group on Emergency Management (DGEM)

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- Canadian Patient Safety Institute (CPSI)
- Canadian Interoperability Technology Interest Group (CITIG)
- Professional Unions (representing Paramedics)
- Health Action Lobby (HEAL)
- Federal partners including Health Canada, Public Health Agency of Canada, Public Safety Canada, Department of National Defence (Defence Research and Development Canada (DRDC))

3. Success

3.1 Success from the previous Strategic Plan

- The creation of a new Canadian Paramedic Profile, modeled on the Royal College of Physicians and Surgeons, CanMeds documents, including:
 - Paramedic Roles
 - Paramedic Code of Ethics
 - Paramedic Standards of Practice
- The expansion of a National Liability Insurance program for paramedics with more than 10,000 participants
- Ongoing business relationship with the American, National Association of Emergency Medical Technicians (NAEMT)
- The Manitoba Health Professions Advisory Committee (HPAC) decision to support paramedic self-regulation, and contribution to the *Toews Report*
- The Ontario Health Professions Regulation Advisory Committee (HPRAC) decision to not support self-regulation which has not been supported by the Health Minister. Advocacy ongoing
- Numerous research papers reference PAC's NOCP
- Completion of the Community Paramedicine Standard z1630 (CSA project)
- Draft Paramedic Psychological Health and Safety in the Workplace standard (CSA project)
- Ongoing participation in the Public Health Agency of Canada ebola policy development
- Ongoing participation in the Canadian Health and Stroke Foundation Best Practice Guidelines
- Federal Government allocation of 20 mhz bandwidth in the 700 mhz range in support of public safety
- Nova Scotia commitment to paramedic self-regulation
- The addition of Saskatchewan as a chapter of PAC

3.2 Success in this Strategic Plan to be measured by the following:

- Be recognized by other health care professions as a credible peer organization

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- Be considered a subject matter expert in Paramedicine
- Be cited in peer review literature as a sector representative
- Champion the development of a health human resource database for Paramedics
- Stakeholder in the development of the national examination for Paramedics
- Completion of a new Educational Framework including:
 - Curriculum Guideline document for paramedic education
 - Assessment Guideline document for paramedic education
- Completion of the National Standards for Paramedic Psychological Health and Wellness in the Workplace standard
- Be a contributor to the introduction of federal legislation
 - Paramedics in the Canada Health Act
 - Opioid legislation (c-224)
 - First responder legislation (c-211)
- Developing funding streams in addition to membership fees
- Recruiting new chapters in Northwest Territories, Nunavut, Nova Scotia and Yukon
- National Continuing Education conference for Paramedics
- Developing funding streams for research

4. Summary

The goals and strategies included in this Strategic Plan will guide the efforts of the Executive over the next three years. This strategic plan has been reviewed and renewed annually for the past 10 years. The strategic plan provides a credible roadmap for a national organization operated and managed by a small cadre of volunteers.