



Paramedic Association of Canada
Association des Paramédics du Canada

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**2018-2020
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
Brent Bekiaris, Manitoba
Darryl Wilton, Ontario
Guillaume Champagne-Raymond, Québec
Phil Comeau, New Brunswick
Rodney Gaudet, Newfoundland and Labrador
Ryan O'Meara, Prince Edward Island
Benoît Bolduc, Royal Canadian Medical Service

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2018 November 17



President, Chris Hood
Approved

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 2018-2020. 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.
 - Maintain liability insurance availability.

- Improving Professional Practice
 - Education and Professional Development
 - Maintain the National Occupational Competency Profile (NOCP)
 - Incorporate the three Canadian Paramedic Profile documents (*Paramedic Roles, Code of Ethics and Standards of Practice*) into baccalaureate education
 - Incorporate the *Canadian Paramedicine Education Guidance* document into baccalaureate education
 - Develop a *Canadian Paramedicine Assessment Guidance* document for the profession
 - Incorporate Indigenous Truth and Reconciliation Commission '*calls to action*' into paramedic education (note #11, 18-24, 62)
 - Educational Accreditation
 - Provide the NOCP as the reference document for accreditation purposes
 - Maintain and then develop a revised accreditation process with Accreditation Canada
 - Standards Development
 - Develop standards for the profession in collaboration with the Canadian Standards Association (CSA Group)
 - Support the development and attainment of International standards
 - Stakeholder Engagement
 - Collaborate with the Paramedic Chiefs of Canada (PCC) to further the profession
 - Collaborate with the Society for Prehospital Educators in Canada (SPEC) in the education of Paramedics
 - Engage with the Canadian Patient Safety Institute
 - Research

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- Engage with the Canadian Safety and Security Program (CSSP) on the development of research priorities (Community of Practice)
 - Engage with the CSSP on targeted investments and research Calls for Proposal
 - Engage with Health Canada on research initiatives
 - Collaborate with stakeholders and partners on national research initiatives
- 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
 - Recruit new chapters
 - Support for the Canadian Paramedic Memorial Foundation

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 **Public Relations committee** to improve communications within the profession, public, media and politicians.

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- The **Health and Wellness committee** to improve paramedic health and wellness, both mental and physical.
- The **Awards committee** to recommend candidates for the annual awards presentation.
- The **Paramedicine Across Canada Expo (PACE) committee** to coordinate 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)
- Canadian Standards Association (CSA)
- Canadian Organization of Paramedic Regulators (COPR)
- Canadian Safety and Security Program (CSSP)
- Society for Prehospital Educators in Canada (SPEC)
- Canadian Patient Safety Institute (CPSI)
- Canadian Tri-Services Emergency Management Committee (CTSEMC)
- Canadian Association of Emergency Physicians (CAEP)
- Health Action Lobby (HEAL)
- International Roundtable on Community Paramedicine (IRCP)
- International Paramedic Associations and Regulators (Australia, Ireland, New Zealand, United Kingdom, United States)
- Professional Unions (representing Paramedics)
- 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

- Creation of a transition council for paramedic self-regulation in Manitoba
- Completion of the *Paramedic Psychological Health and Safety in the Paramedic Service Organization* standard
- Completion of the *Canadian Paramedicine Education Guidance* document
- Contribution to the Canadian Health and Stroke Foundation Best Practice Guidelines (2018)
- Receipt of federal funding for the standard development and knowledge translation to the Opioid crisis

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

- Recognition as a credible peer organization by other health care professions
- Recognition as a subject matter expert in Paramedicine
- Success of the Paramedicine Across Canada Expo conference
- Citations in peer review literature as a sector representative
- Champion in the development of a health human resource database for Paramedics
- Recognition as a stakeholder in the development of the national examination for Paramedics
- Recognition as a stakeholder in the development of the accreditation standards with HSO/Accreditation Canada for Paramedics
- Completion of the *Canadian Paramedicine Assessment Guidance* document for paramedic education
- Contribution to federal legislation
- Develop funding streams in addition to membership fees
- Recruit new chapters in Northwest Territories, Nunavut, Nova Scotia and Yukon
- New 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.