

# Paramedic Association of Canada Association des Paramédics du Canada

---

2016-2018  
Strategic Plan

201-4 Florence Street  
Ottawa, Ontario, K2P 0W7  
Tel: 1 (613) 836-6581  
Email:  
[president@paramedic.ca](mailto:president@paramedic.ca)  
[www.paramedic.ca](http://www.paramedic.ca)



**Paramedic Association of Canada**  
**Association des Paramédics du Canada**

**Executive**

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

**Board of Directors**

Dave Deines, British Columbia  
Ian McEwan, Alberta  
Cameron Ritzer, Manitoba  
Geoff McBride, Ontario  
Patrick Dufresne, Quebec  
Phil Comeau, New Brunswick  
Chris Harris, Newfoundland  
Jason Milligan, Prince Edward Island  
Ellie Dennis, Royal Canadian Medical Service

In this document:

1. Introduction
  - 1.1. Chapters
  - 1.2. Vision, Mission, Values
  - 1.3. Goals
2. The Organization
  - 2.1. Board of Directors
  - 2.2. Committees
  - 2.3. Stakeholders
3. Success
  - 3.1. Recent Success
  - 3.2. New Measures for Success
4. Summary



President, Chris Hood  
Approved 2015 September 30



Executive Director, Pierre Poirier

## **Paramedic Association of Canada**

### **Association des Paramédics du Canada**

#### **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 17,000 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
- 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."*

**Paramedic Association of Canada**  
**Association des Paramédics du Canada**

### 1.3 Goals

The PAC Executive will be guided by three goals in the period of 2016-2018. These goals have been established to provide guidance to staff 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 revised PAC bylaws (2013) with the current PAC Strategic Plan.
  - Maintain PAC website with job postings.
  - 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
  - A partner in setting education standards for the practice of paramedicine
  - 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
  - Support the development of a National Registration for Paramedics
  - Support the development of a National Examination based on the new Canadian Paramedic Profile
  - 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

**Paramedic Association of Canada**  
**Association des Paramédics du Canada**

**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, the Executive Director and the 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, to the public, the media and to politicians.
- The **Research Committee** which is tasked with monitoring paramedicine related research initiatives and developing a framework to ensure that projects supported by the organization have a conceptual framework.

**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 Medical Association (CMA)
- Canadian Standards Association (CSA)
- Canadian Organization of Paramedic Regulators (COPR)
- Canadian Safety and Security Program (CSSP)
- Domestic Group on Emergency Management (DGEM)

**Paramedic Association of Canada**  
**Association des Paramédics du Canada**

- 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 NOCP renewal process. Commitment to a 'roles' based Canadian Paramedic Profile, modeled on the Royal College of Physicians and Surgeons, CanMeds documents
- The creation of a Canadian draft Code of Ethics
- The creation of a National Liability Insurance program for paramedics
- Development of a 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 (with conditions). Advocacy ongoing
- 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 Standards Framework for Paramedics (CSA project)
- Development of a weekly email newsletter (PAC eNews) for Paramedics
- Public Health Agency of Canada request for PAC to participate in ebola policy development
- Federal Government allocation of 20 mhz bandwidth in the 700 mhz range in support of public safety
- The addition of Alberta and Quebec as chapters 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
- 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 a national examination for Paramedics

**Paramedic Association of Canada**  
**Association des Paramédics du Canada**

- Completion of a new Canadian Paramedic Profile
- Completion of a Canadian Code of Ethics for Paramedics
- Development of a Canadian Standards of Practice document
- Research and development of National Standards for Paramedic Health and Wellness
- Be a contributor to the introduction of federal legislation advocating Paramedics in the Canada Health Act
- Developing funding streams in addition to membership fees
- Recruitment of Saskatchewan, Northwest Territories, Nova Scotia and Yukon as future chapters
- 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.

2015 NOV 03  
fr