

Paramedic Association of Canada

2014-2016
Strategic Plan

Paramedic Association of Canada,
Association des Paramédics du
Canada

201-4 Florence Street
Ottawa, Ontario, K2P 0W7
Tel 1(613) 836-6581
Fax 1 (613) 836-2914
Email: president@paramedic.ca
www.paramedic.ca



Paramedic Association of Canada
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Executive

Chris Hood, President
Dwayne Forsman, Secretary-Treasurer
Pierre Poirier, Executive Director
Donna Lefurgey, Registrar
Jodi Possia, Chairman

Board of Directors

Sheldon Thunstrom, Alberta
Dave Deines, British Columbia
Cameron Ritzer, Manitoba
Rob Theriault, Ontario
Phil Comeau, New Brunswick
Grant Hardy, Prince Edward Island
Chris Harris, Newfoundland
Meagan Philpott, Royal Canadian Medical Service

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1. Introduction

The Paramedic Association of Canada (PAC) is a voluntary professional organization of paramedicine practitioners. The PAC mission is to advance the profession throughout Canada. The PAC will also promote collegiality and advocate for the professional interests of paramedic practitioners.

Founded in June, 1988 as the Canadian Society of Ambulance Personnel (CSAP), the PAC is the national voice of paramedicine which supports paramedicine practitioners 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 paramedicine practitioners across Canada. Principally, each member belongs to a provincial chapter and/or the Canadian Forces.

1.1 Chapters

- Ambulance Paramedics of British Columbia
- Alberta College of Paramedics
- Paramedic Association of Manitoba
- Ontario Paramedic Association
- Paramedic Association of New Brunswick
- Paramedic Association of Prince Edward Island
- Paramedic Association of Newfoundland and Labrador
- 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 National Occupational Competency Profile (NOCP), the development of a National Examination, and the development of a National Registry.”

Paramedic Association of Canada
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The PAC Executive will be guided by three goals in the period of 2014-2016. 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 and align the revised PAC bylaws (2013) with this PAC Strategic Plan (2014-2016).
 - Maintain the PAC website including job postings.
 - Regular distribution of the PAC eNews information newsletter.
- Improving Professional Practice
 - Developing a National Occupational Competency Profile (NOCP) renewal process.
 - Collaboration with the Society for Prehospital Educators in Canada (SPEC) in the education of Paramedics.
 - Collaboration with the Paramedic Chiefs of Canada (PCC) to further the profession.
 - Collaboration on national research initiatives to develop best practice guidelines for the profession.
- Promoting the Paramedic Profession
 - Support the development and implementation of a national examination.
 - Support the development of National Registration for Paramedics.
 - 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.

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.

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

- The **Executive Committee** which is comprised of appointed officials and at a minimum shall include the Executive Director and Registrar. 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 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:

- Allied Health Science Professions (AHSP)
- Canadian Paramedic Benevolent Society
- Canadian Association of Allied Health Program (CAAHP)
- Canadian Association of Emergency Physicians (CAEP)
- Canadian Interoperability Technology Interest Group (CITIG)
- Canadian Medical Association (CMA)
- Canadian Organization of Paramedic Regulators (COPR)
- Canadian Safety and Security Program (CSSP)
- Canadian Standards Association (CSA)
- Domestic Group on Emergency Management (DGEM)
- Health Action Lobby (HEAL)
- Paramedic Chiefs of Canada (PCC)
- Professional Unions (representing Paramedics)
- Society for Pre-hospital Educators in Canada (SPEC)

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- Other Federal partners including, Health Canada, Public Health Agency of Canada, Public Safety Canada, Department of National Defense (Defense Research and Development Canada (DRDC))

3. Success

3.1 Success from the previous Strategic Plan

- The creation of a new NOCP renewal process.
- PAC as a founding member of the International Paramedic.
- The positive development of a business relationship with the Alberta College of Paramedics.
- Numerous research papers reference PAC's NOCP.
- Supporting the Manitoba and Ontario Health Professions (Regulatory) submissions.
- A participant in the development of the Standards Framework for Paramedics (CSA project).
- Development of a weekly email newsletter (PAC eNews) for paramedics.

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 data base for Paramedics.
- Stakeholder in the development of a national examination for Paramedics.
- Be a founding member of a national public safety organization.
- Be a contributor to the introduction of federal legislation advocating paramedics in the Canada Health Act.
- Developing funding streams in addition to membership fees.

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 8 years. The strategic plan provides a credible roadmap for a national organization operated and managed by a small cadre of volunteers.