

**7<sup>TH</sup> ANNUAL REPORT**  
**FOR THE FISCAL PERIOD ENDING MARCH 31, 2017**

**Canadian Organization of Paramedic Regulators**

**Halifax, NS**  
**May 26, 2017**

On behalf of COPR Council, it is my honour to table the seventh annual report of the Canadian Organization of Paramedic Regulators (COPR).

In 2008, COPR was established to address labour mobility requirements arising from amendments to Chapter 7 of the Agreement on Internal Trade (AIT) that took effect in 2009. Paramedic regulators from each province met and reached consensus on a statement of intent that led to the development of a strategy to enable regulators to achieve AIT compliance. With a common sense of purpose, all provinces provided letters of support for the new COPR organization and federal funding was obtained to begin work.

COPR formally established itself in 2010, and was incorporated federally shortly thereafter. National collaboration was underway and continues to grow with a focused effort on work in areas relating to AIT and paramedic regulation.

In 2016/17 COPR Council met a total of 8 times, with Executive Committee meeting 9 times. All meetings were held by teleconference with the exception of one in-person Council meeting held prior to the Annual General Meeting.

The June meeting afforded Council the opportunity to conduct an in-depth review of the strategic plan and proposed budget for the 2017/18 fiscal year.

## **Strategic Vision**

*“COPR’s vision and goal is to provide an official forum and represent the collective interests of all Canadian paramedic regulators. COPR’s purpose is to be a primary source of information, advance the understanding of regulation of paramedics in Canada, and contribute to the continued development of the paramedic profession.”*

## **Strategic Plan**

The 2016/17 year presented multiple challenges and opportunities for COPR. Work continued on executing the 3-year strategic plan of the organization with a focus on the following objectives:

- Consistent and productive communication between jurisdictions to promote regulatory growth and public safety.
- Development of national consensus on practice competencies for paramedics.
- Facilitation of a common approach to labour mobility in Canada.
- Increasing the national profile of paramedicine in Canada.

- Creation of a framework for the assessment and licensure of internationally educated practitioners.
- Recognition of COPR as the authority in Canadian Paramedic regulation.

Strategic initiatives were evaluated and prioritized under the following key outcomes:

- Best Regulatory Practices;
- Stakeholder Relationships;
- Evidence Informed Approach; and
- Organizational Sustainability.

## 2016/2017 Operational Advances

Based on the desired outcomes, the activities noted below were identified for action over next three years. In 2016/17, work was been initiated on all activities with a high priority rating, and many of those identified as secondary.

Priority Action	Supporting Activities
<b>OUTCOME: Best Regulatory Practices</b>	
<b>Labour Mobility</b> Priority: High	<ul style="list-style-type: none"> <li>• Implement and Maintain the AIT Labour Mobility Tool; establish review cycle</li> <li>• Identify and resolve inter-jurisdictional differences</li> <li>• Develop common terminology</li> </ul>
<b>Information Sharing Between Jurisdictions</b>	<ul style="list-style-type: none"> <li>• Develop and maintain a data sharing charter</li> <li>• Identify and develop data sharing agreements to support information sharing between jurisdictions</li> </ul>
<b>Professional Standards</b> Priority: High	<ul style="list-style-type: none"> <li>• Represent COPR at the PAC NOCP Re-development table</li> <li>• Identify and Seek consensus on standards among regulators</li> </ul>
<b>Equivalency Assessment</b>	<ul style="list-style-type: none"> <li>• Maintain knowledge of current state (e.g., number of applicants, countries of origin, provinces currently licensing)</li> <li>• Maintain awareness of current practice among regulators</li> <li>• Develop standards</li> <li>• Develop tools to be used by regulators</li> <li>• Develop process for assessing applicants with foreign credentials</li> </ul>

<b>OUTCOME: Stakeholder Relationships</b>	
<b>Communication Strategy</b>	<ul style="list-style-type: none"> <li>• Develop communications strategy and materials to support COPR activities</li> <li>• Leverage technology</li> <li>• Develop background information</li> <li>• Define and clarify roles and mandates of key stakeholders (develop matrix)</li> <li>• Determine who maintains relationship/s</li> <li>• Develop Exam Report for educational institutions</li> </ul> <p>COPR Website</p> <ul style="list-style-type: none"> <li>• Monitor business requirements for COPR website, identify funding and resource requirements as needed</li> <li>• Identify and implement website redevelopment to support equivalency assessment initiatives</li> <li>• Maintain currency of website</li> </ul>
<b>OUTCOME: Evidence-Informed Approach</b>	
<b>Entry to Practice Examination</b> Priority: High	<ul style="list-style-type: none"> <li>• Define and implement regular review cycle of exam delivery and reporting</li> <li>• Implement regular cycle for exam question retirement and development</li> <li>• Ensure sustainable funding source(s) for the Exam Program</li> <li>• Maintain balanced budget for Exam Program</li> <li>• Define reporting requirements and implement regular reporting</li> <li>• Develop and implement results reporting directly to students</li> <li>• Develop and implement statistical reporting for regulators and educational institutions</li> <li>• Develop and implement Exam Risk Management Plan</li> <li>• Develop and implement Exam Quality Assurance Program</li> </ul>
<b>Continuing Competency</b>	<ul style="list-style-type: none"> <li>• Maintain knowledge of Canadian jurisdictions as it relates to continuing competency programs</li> </ul>
<b>OUTCOME: Organizational Sustainability</b>	
<b>Risk Management</b>	<ul style="list-style-type: none"> <li>• Maintain an organizational risk assessment</li> <li>• Define risk categories</li> <li>• Develop probability/impact matrix and rank risk</li> <li>• Identify risk mitigation options</li> <li>• Develop and Implement risk management strategy</li> </ul>
<b>Governance and Transition Planning</b>	<ul style="list-style-type: none"> <li>• Ensure the ongoing stability and sustainability of the organization through effective:             <ul style="list-style-type: none"> <li>▪ succession planning for COPR Council</li> <li>▪ nominations processes</li> <li>▪ governance policies and monitoring schedule</li> </ul> </li> </ul>

## **2016/2017 Contribution through Collaboration...**

COPR was pleased to continue its work with the Paramedic Association of Canada (PAC) on the development of the Canadian Paramedic Profile, which is a modernization of the National Occupational Competency Profile (NOCP). This work is intended to guide standards for paramedic practice in Canada moving forward.

In 2016/17 COPR also joined a national consortium that was assembled to address the decision by the Canadian Medical Association to withdraw from non-physician program accreditation activities. The purpose of the consortium is to define and identify a qualified body to assume accreditation responsibilities for health profession programs in Canada. National/provincial regulatory agencies, associations, and interested parties have been engaged in this effort. The consortium intends to identify a qualified accreditation vendor in 2017.

Collaboration within COPR continued throughout the year driven in part by the activity of the Information Sharing Working Group (ISWG), as well as through the work of jurisdictions on advancing priority action items.

### **Acknowledgements**

As in previous years, COPR efforts have been sustained by the generosity of its members and in-kind support (both financial and human resources) which has been provided willingly. Over the past year, the organization has achieved significant success and sustainability through this stewardship.

Each and every member of Council and our observers should be commended on their commitment to COPR and its collaborative approach to regulatory practice in Canada (please refer to Appendix A).

I would like to extend my genuine appreciation for the many individuals who chair our Committees: Bud Avery and Sue Dyck, Chair of the Examination Committee, Corey Freedman, Chair of the ISWG, Richard Simpson, COPR Chair-Elect and Chair of the SPWG and Janel Swain, Chair of the Exam Working Group (EWG).

In addition to the committee volunteers, Richard Simpson and James Sullivan have provided critical support as members of the Executive Committee. These individuals and their colleagues have contributed significant time and effort to ensure that our priorities continue to move forward.

In addition to Council, COPR would not function without the support provided by our administrative services and exam management resources: Dale Broemeling (Admin) and Ben Maartman (Admin and Exam), and Tammy Leach (Exam Management). It is through their efforts that we continue to operate effectively and within budget – thank you!

And lastly, thank you to the countless subject matter experts who volunteered their time and resources to item development and exam management, among other important activities. Your efforts ensure that the COPR entry to practice examinations support a high standard of competency and ethics within the profession.

Respectfully submitted,

Jacqueline Messer-Lepage  
Chair of Council (2015-2017)  
COPR

**Appendix A: COPR Council Members** *(as of March 31, 2017)*

Richard Simpson  
(Chair-Elect; Chair SPWG)

British Columbia Ministry of Health –  
British Columbia Emergency Medical  
Assistants Licencing Board

Jacqueline Messer-Lepage (Chair)

Saskatchewan College of Paramedics

Corene Debreuil

Manitoba Health, Healthy Living and  
Seniors – Emergency Medical Services  
Branch

Corey Freedman (Chair ISWG)

Ontario Ministry of Health and Long-Term  
Care, Emergency Medical Services Branch

Bud Avery

Emergency Health Services, Nova Scotia

James Sullivan (Treasurer/Past-Chair)

Government of Prince Edward Island –  
Emergency Medical Services Board, Health  
PEI

Ken Driscoll

Provincial Medical Oversight, Eastern  
Health, Newfoundland and Labrador

Dr. Colette Lachaine (Observer)  
du Québec  
Claude Desrosiers (Delegate)

Ministère de la Santé et des Services sociaux

## Appendix B: COPR Organization Chart

*COPR Council is comprised of representatives from each of the provincial jurisdictions that regulate paramedics.*

