

## **SIXTH ANNUAL REPORT**

**FOR THE FISCAL PERIOD ENDING MARCH 31, 2016**

# **Canadian Organization of Paramedic Regulators/Organisation Canadienne des Régulateurs Paramédicaux**

**COPR/OCRP**

**Charlottetown, PEI**

**June 22, 2016**

## Table of Contents

|   |           |
|---|-----------|
| <b>Introduction.....</b>                                  | <b>3</b>  |
| <b>2015/2016 Strategic Vision.....</b>                    | <b>3</b>  |
| <b>2015/2016 Operational Advances.....</b>                | <b>5</b>  |
| <b>2015/2016 Contributions Through Collaboration.....</b> | <b>6</b>  |
| <b>Acknowledgements.....</b>                              | <b>6</b>  |
| <b>Appendices</b>   |           |
| <b>A. COPR/OCRP Membership.....</b>                       | <b>11</b> |
| <b>B. Organizational Structure.....</b>                   | <b>12</b> |

## **Introduction**

On behalf of COPR/ORCP Council, it is my honour to table the sixth annual report of the Canadian Organization of Paramedic Regulators/Organisation Canadienne des Régulateurs Paramédicaux (COPR/ORCP).

COPR/ORCP was initially established in 2008 to address labour mobility requirements arising from the Agreement on Internal Trade (AIT) that took effect in 2009. Paramedic regulators from each province agreed on a statement of intent that identified a strategy to enable regulators to achieve AIT compliance. At that time, all provinces provided letters of support for the new COPR/ORCP organization and funding was obtained to begin work.

Initial success in meeting AIT requirements affirmed the value in continuing national collaboration with respect to the regulation of paramedicine. In 2010, the COPR/ORCP organization was formally established and subsequently incorporated with the federal government. COPR/ORCP continues its work in the area of AIT, and has expanded its role to include areas that are relevant to the regulation of paramedicine.

## **2015/2016 Strategic Vision**

Over the 2015/2016 year, the COPR/ORCP continued to evolve as a dynamic assembly of regulatory organizations focused on identifying best practices and standards across jurisdictions.

Building on the progress of the previous year, COPR/ORCP continued to grow capacity in areas that support inter-jurisdictional collaboration, assessment of standards through the COPR entry to practice examination, and the determination and evaluation of competencies in support of the Paramedic Association of Canada National Occupational Competency Profile (NOCP) redevelopment effort.

The COPR/ORCP Council met a total of eleven times over the 2015/16 year, with Executive Committee meeting an additional eight times. All meetings were held by teleconference with the exception of one Council meeting immediately preceding the Annual General Meeting held on June 10, 2015 in Toronto.

At the June meeting, COPR/ORCP Council had an opportunity to revisit the operational budget and the overall strategic direction of the organization. Unlike previous years in which planning was adopted over a three year period, the strategic plan was revised to cover a two year period and included an annual validation of metrics and outcomes.

Monitoring was conducted throughout the year, with reporting on outcomes provided at regular Council meetings.

The June 2015 COPR/ORCP strategic planning activity also included a review and update to the vision and role statement. Revisions to the vision were endorsed by Council in an effort to more accurately reflect the activity of the organization. The revised vision statement is as follows:

*“COPR/ORCP’s vision and goal is to provide an official forum and represent the collective interests of all Canadian paramedic regulators. COPR/ORCP’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.”*

In addition to revising the corporate vision and role statement, Council identified specific values that the organization adopted in pursuit of its vision. COPR/ORCP values are reflected in the following short statements:

“In all that we do, we are committed to the pursuit of excellence through:

|                        |  |
|------------------------|--|
| <b>Collaboration:</b>  | Being cooperative, inclusive, reasonable, and fair.  |
| <b>Respect:</b>        | Listening to and appreciating differences between each other and in stakeholder relationships.                                   |
| <b>Vision:</b>         | Being innovative, analytical, and responsive.  |
| <b>Transparency:</b>   | Communicating with each other, stakeholder and the public in a way that is open, honest, comprehensive, and reflected in action. |
| <b>Accountability:</b> | Being accountable to each other, key stakeholders, and the public.   |

COPR/ORCP Council also articulated a set of target outcomes that would serve as benchmarks for determining and prioritizing organizational activities. Moving forward, COPR/ORCP activities were intentionally linked to the following desired outcomes:

- Collaborate to promote the best regulatory practices and respond to changes in paramedic practice and regulation;
- Create and maintain purposeful stakeholder relationships;
- Promote an evidence-informed approach to evaluate professional competency; and
- Adopt best practices to ensure organizational sustainability.

## **2015/2016 Operational Advances**

In 2015 COPR/ORCP also advanced its governance structure by formalizing bylaws in July of the same year. These bylaws were subsequently filed with Corporations Canada and are now in force.

Throughout the year, COPR/ORCP continued to develop its regulatory capacity through the focused work of various committees, each tasked with advancing a particular priority area on behalf of the organization.

The Information Sharing Working Group (ISWG) conducted its work in 2015 under the leadership of Chairperson Carl Damour. Early in the fiscal year, the committee adopted a formal surveying process. Using the approved methodology, the ISWG successfully completed a significant number of surveys in the following areas:

- Dangerous Activities
- Student Licence
- Registration Requirements
- Discipline
- Community Paramedic Licensing
- Narcan
- Good Character and Reputation

In addition, the ISWG developed “The Canadian Paramedicine Practice Activity Document” to assist Canadian Paramedicine Regulators to better understand provincial scope of practices and apply federal labor mobility policy principles while ensuring that provincial regulatory responsibilities are upheld.

The ISWG has been an extremely valuable resource to COPR/ORCP members. The committee acted on behalf of COPR/ORCP to engage key stakeholders as advisors/observers at the ISWG table and served as a conduit for information regarding provincial regulatory standards and practices. In February 2015 Corey Freedman was appointed as the new ISWG Chairperson.

In addition to the work of the ISWG, the Strategic Planning Working Group (SPWG) was created in 2015 to take the lead in ensuring that the COPR/ORCP plan was relevant and remained active over the year. Richard Simpson was appointed Chair of this committee in June 2015.

During the 2015 year, the SPWG refined the desired outcomes, and established clear accountability, timelines, and reporting requirements for each priority action item. The SPWG also completed a robust application for federal funding to support the development of an equivalency assessment system that regulators could adopt for the credential recognition of applicants wishing to practice paramedicine in Canada.

The COPR/ORCP Examination Committee under the leadership of Bud Avery also had a busy year, overseeing four sittings of the COPR entry to practice examination and the launching of an online practice examination. The work of this committee in large part ensures that the integrity of the COPR entry to practice examination is maintained through strict psychometric standards and processes. In addition, the committee assesses national performance and develops exam related policy and procedures.

During the 2015 year, COPR/ORCP also initiated a request for proposal for delivery of the entry to practice exam. Responses to the RFP were reviewed by a vendor selection committee and contractual negotiations were initiated.

### **2015/2016 Contribution through Collaboration...**

In terms of stakeholder collaboration, COPR/ORCP continued its work with the Paramedic Association of Canada (PAC) on the redevelopment of the NOCP. This effort is important to ensuring that regulatory interests are considered in the development and updating of practice standards for the profession. In addition to the work on the NOCP, COPR/ORCP also contributed to the development of the PAC Member Liability Insurance program.

Moving forward, COPR/ORCP will begin addressing the challenge of defining and identifying a suitable body to assume accreditation responsibilities for paramedicine programs in Canada. It is anticipated that this activity will involve significant collaboration with regulatory agencies, associations, and other parties that have an interest in this area.

### **Acknowledgements**

Perhaps most importantly, I wish to acknowledge the contribution of Council members and their organizations (please see Appendix A for the Council member listing). Over the year, all COPR/ORCP members generously offered in-kind support and in some cases, additional financial resources. Regardless of the nature of the support, COPR/ORCP is a stronger organization because of this commitment.

Although each Council member deserves personal acknowledgement, I would like to take this opportunity to extend a special thanks to those individuals who chair our Committees: Bud Avery, Chair of the Examination Committee, Corey Freedman, Chair of the ISWG, Richard Simpson, COPR/ORCP Chair-Elect and Chair of the SPWG and Janel Swain, Chair of the Exam Working Group (EWG). Further, I am particularly grateful for the support that James Sullivan has provided over the past year(s). James, as the COPR/ORCP Past-Chair and Treasurer, has guided my efforts and provided sage advice on decisions as my new role unfolded. These individuals along with their colleagues have contributed significant time and effort to ensure that the organization continues to move forward.

Beyond Council, COPR/ORCP receives a tremendous amount of support from our administrative services and exam management resources: Dale Broemeling (Admin) and Ben Maartman (Admin and Exam), and Tammy Leach (Exam Management). These individuals ensure that we operate effectively and within budget, while supporting a broad range of organizational activities. COPR/ORCP is much stronger because of your efforts!

Lastly, I would like to extend my genuine appreciation for the generosity of countless volunteers, from the subject matter experts who author exam items to those who provide advice and support to Council members, and the collective contribution that their work has made to the regulation of the profession and sustainability of our organization.

Respectfully submitted,

Jacqueline Messer-Lepage  
Chair of Council (2015-2016)  
COPR/ORCP

**Appendix A: COPR/ORCP Council Members (as of March 31, 2016)**

|                                  |   |
|----------------------------------|---|
| Richard Simpson (Chair Elect)    | British Columbia Ministry of Health – British Columbia Emergency Medical Assistants Licensing Board |
| Becky Donelon                    | Alberta College of Paramedics   |
| Jacqueline Messer-Lepage (Chair) | Saskatchewan College of Paramedics  |
| Corene Debreuil                  | Manitoba Health, Healthy Living and Seniors – Emergency Medical Services Branch                     |
| Cathy Francis                    | Ontario Ministry of Health and Long-Term Care, Emergency Medical Services Branch                    |
| Bud Avery                        | Emergency Health Services, Nova Scotia  |
| James Sullivan (Past-Chair)      | Government of Prince Edward Island<br>Emergency Medical Services Board, Health PEI                  |
| Ken Driscoll                     | Provincial Medical Oversight, Eastern Health, Newfoundland and Labrador                             |

**Appendix B: COPR/ORCP Organization Chart**

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

