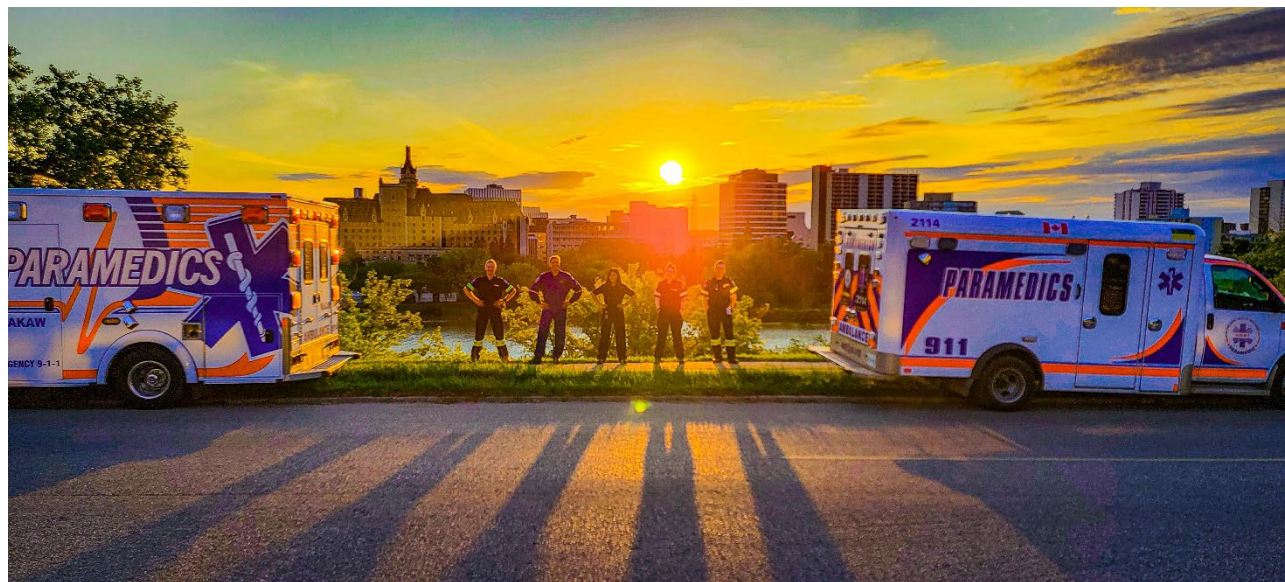


Canadian Paramedic Competence Framework and Regulatory Practice Standards Receive Approval at April COPR Board Meeting



On April 13, 2023, both the Canadian Paramedic Competence Framework (CPCF) and the Canadian Paramedic Regulatory Practice Standards (CPRPS) were approved by the COPR Board, recognizing completion of the Pan-Canadian Essential Regulatory Requirements (PERRs) Project as outlined in the Project Charter.

The [Project Charter](#) required PERRs to integrate the four distinct levels of paramedic professionals¹ and reflect a specific focus on the needs of the public and patients for safe, effective care. The initial project outcomes, i.e., competencies and regulatory practice standards were completed on time. A third PERRs document which builds from the competencies will outline the Educational and Exam Resources for each of the eight competence areas is underway with an expected completion in late Summer.

“We’ve stayed true to our purpose, and although it’s not been easy, I am proud of what we have accomplished,” declared Project Steering Committee Chair Jacqueline Messer-Lepage, Executive Director and Registrar for the Saskatchewan College of Paramedics.

¹ Emergency Medical Responder (EMR); Primary Care Paramedic (PCP); Advanced Care Paramedic (ACP); Critical Care Paramedic (CCP) as recognized in the

At the Board meeting Messer-Lepage also recognized the tremendous effort made by the COPR Board, Project Steering Committee, Staff, Consultants, and the many volunteers who participated on the [various committees](#) and the 2700+ who participated in the [validation survey](#).

PERRs Met COPR's Objectives

Prior to the Board vote, Messer-Lepage outlined how PERRs has:

1. Created essential requirements to advance consistent regulation of paramedicine practice across Canada.
2. Defined essential requirements to help facilitate timely and consistent labour mobility processes.
3. Established an evidence-based, systematic process for keeping the essential requirements current.

Managing Threats to the Regulatory Imperative

Consultant Dr. Susan Glover Takahashi, who led the project, underscored the importance of PERRs in realizing COPR's leadership vision of fostering consistency and excellence in paramedic regulation. She followed with a recap of PERRs evidence-based and systematic process that would also guide future revisions every 5 years if not sooner for some designations.

“Extremely important in the PERRs project design, development and completion was the single-minded attention to the needs of regulators and the publics they serve. Ambitions of professions, professionals, educators, and other organizations can create conflicts of interest that are threats to the trustworthiness of the process and project. Staying focused on what is essential and regulatory allowed us to build new, next-generation, regulatory focused essential documents.”

To augment the trustworthiness of the process, an arms-length expert group led the consultation survey with paramedics. CAMPROF and its expert team, with a pulse on international best practice in competence and standards development, used evidence-based methodologies and confirmed very high or high agreement for almost all areas of competence and outcomes for the regulatory practice standards.

The final step was a review of the results by all committee and consultation groups with careful analysis by Subject Matter Expert Committee and final refinements to competencies and standards. Details of the process will be available in Dr. Glover Takahashi's Final Technical Report.

Implementing PERRs

For COPR, the impact is significant. Having set the Pan-Canadian Essential Regulatory Requirements, COPR staff can now refresh and update the paramedic entry level examinations and conduct the assessment of international applicants seeking to practice in Canada with current and essential requirements. COPR's implementation will also include discussions with accreditation bodies and other stakeholders.

The lack of current, essential requirements impacted COPR members' ability to regulate the profession in their jurisdictions which led to provinces to develop their own. The implementation approach taken by each province will depend on the jurisdiction's need and where the three parts of PERRs: (1) Competence Framework, (2) Regulatory Practice Standards, and (3) Educational and Exam Resources may fill gaps or update their existing regulatory requirements.

2023 Pan-Canadian Essential Regulatory Requirements (PERRs)

Together the 3 PERRs documents describe what the public can expect from registered/licensed/certified Emergency Medical Responders (EMRs) and the 3 designations of Paramedics.

Canadian Paramedic Competence Framework	Canadian Paramedic Regulatory Practice Standards	Canadian Paramedic Educational and Exam Resources
<p>Includes 8 areas of competence and describes the essential performance expected within the 4 regulated designations:</p> <ul style="list-style-type: none"> • Emergency Medical Responder (EMR) • Primary Care Paramedic (PCP) • Advanced Care Paramedic (ACP) • Critical Care Paramedic (CCP) 	<p>Describes 10 standards with both patient and paramedic outcomes that are expected of practitioners regardless of:</p> <ul style="list-style-type: none"> • designation, • job description or • practice setting. <p>Each regulatory practice standard acts as a stand-alone document or as part of a set, depending on the needs of the provincial jurisdiction.</p>	<p>Defines the knowledge and skills required to demonstrate competence in the 8 areas of the Competence Framework within the 4 regulated designations:</p> <ul style="list-style-type: none"> • Emergency Medical Responder (EMR) • Primary Care Paramedic (PCP) • Advanced Care Paramedic (ACP) • Critical Care Paramedic (CCP)
<ol style="list-style-type: none"> 1. Care 2. Health 3. Communication 4. Advocacy 5. Collaboration 6. Leadership 7. Learning & Adapting 8. Professionalism <p>(1-8 above are short forms for the full competence areas)</p>	<ol style="list-style-type: none"> 1. Scope of Practice 2. Competence 3. Cultural Safety & Humility 4. Privacy & Confidentiality 5. Professional Boundaries 6. Duty to Report 7. Patient Assessment, Diagnosis, & Interventions 8. Communications 9. Collaboration & Professional Relationships 10. Documentation & Record Keeping 	<ol style="list-style-type: none"> 1. Care 2. Health 3. Communication 4. Advocacy 5. Collaboration 6. Leadership 7. Learning & Adapting 8. Professionalism <p>(1-8 above are short forms for the full competence areas)</p>
<p>Competence Areas are aligned with Paramedic Chiefs of Canada's <i>10 Principles to Guide the Future of Paramedicine in Canada</i></p>		

CAMPROF and a national working group are scheduled to complete the third document: Educational and Exam Resources by late summer. COPR expects to launch PERRs in early Fall.

COPR's strategic plan also commits to ongoing improvements to ensure PERRs incorporates unique needs and knowledge of Indigenous communities and other vulnerable/underserved groups.

For further information on the project contact COPR Executive Director [Chelsea Wilker](#).