

Most questions at the 2023 AMM were answered during the question and answer panel. Please see the video of the day that is available through the original [registration link](#), the College's Facebook page or the College's YouTube channel.

The following are the remaining questions/comments that were not answered or addressed.

Anonymous • 24 May 2023 13:31

why is alberta's pcp scope so much lower than other provinces, does the college have any plans to bring the scopes in line with other provinces?

Well, Alberta's PCP scope isn't actually lower than other provinces. True, BC just passed some amendments to their regulations which "enable" PCPs to do more, however, at this time this "expanded scope" hasn't been implemented. What we can say is that there has been a significant amount of work done to try to harmonize the scopes of practice for each designation, and once this work is completed, the "bar" will be set for each designation. The provinces will be able to use these documents to inform future scope expansions, and ideally we will soon see more harmonization of practice at each designation across the country.

Anonymous • 24 May 2023 13:47

Can the college comment on the potential for national registration.

1 Comment:

Anonymous • Allowed on 25 May 2023, 03:28

I doubt that would be possible considering the constitutional distribution of legislative powers

As the commentor suggested, a national registration process is unlikely to occur due to the variance of provincial regulations that surround registration. However, there may very well be a "national roster" that could be developed which could essentially serve as a single point of reference for various stakeholders (employers, educators, public, etc.). COPR is seeking to upgrade their software platform and there have been discussions about a "national roster", but this is still in the preliminary stages.

Anonymous • 24 May 2023 13:57

Is there anything in the works to prevent people from doing zero to hero? Or any work experience that would be a prerequisite before going to ACP school? As a PCP, there are very weak medics (skills and knowledge) around that make me ask "how are you a medic?". How do I "trust" in my ALS partner when I know more than them?

Comment:

Anonymous • Allowed on 24 May 2023, 14:30

Preceptors. You could be one and help maintain more appropriate professional standards. You sound like a good candidate for an ACP program, and there are multiple grant & bursary programs to help your employer sponsor your tuition if finances or time off are a barrier to upgrading.

The short answer is no. We would suggest that all ACP programs graduate students with varying degrees of proficiency, yet all must pass the same entry to practice exam. We would agree with your suggestion that work experience is invaluable in our line of work, and this really can only be gained "on the job". New ACP graduates from any program enter the workforce and immediately have a significant amount of pressure on them, and previous work experience as a PCP doesn't always

translate into immediate proficiency at the ACP level. We would suggest with any newly graduated EMR, PCP or ACP that if you have a wealth of experience, turn this into an opportunity to share your experience and knowledge to help your colleague(s) adjust to their new role.

Anonymous • 24 May 2023 14:01

There is a large variation in the amount of time it takes to complete didactic/knowledge training by the available education providers. How is the data gathered to determine it should take x hrs to learn skill y. Adding up all the hrs should mean education providers should take the same time for an accreditation. This isn't the case. Why?

You are correct that the programs vary in the amount of time they take to deliver didactic education. The College has not typically been prescriptive in terms of program lengths and has left it up to the individual programs to design the learning activities they deem necessary for developing the competencies. However, new competency profiles are anticipated in the next 6 – 12 months and their introduction may be used as an opportunity to harmonize didactic and practicum lengths between the programs.

Anonymous • 23 May 2023 13:22

How can I attend a council meeting? Would I get credit for attending?

Except when Council otherwise directs, the meetings are open to regulated members in good standing, non-regulated members and the public. Individuals interested in attending, should contact the College for information on attending. The meetings can be claimed for self-directed credits to a maximum of 15 hours/credits.

Anonymous • 23 May 2023 13:36

Do I still need to earn 60 credits when I'm in school to be a PCP?

Comments:

Anonymous • Allowed on 24 May 2023, 13:59

Unless the program graduates after the September registration period.

Anonymous • Allowed on 24 May 2023, 13:58

No, The Designation training programs (EMR/ PCP/ ACP) are all valid for 60 CE Credits upon successful completion.

Members enrolled in an education program can use that course towards their credit requirements. All university/college courses are eligible for CE credits and are broken down the following way:

- 1 – 8 Hours = 24 CE credits
- 9 – 12 Hours = 36 CE credits
- 13 – 16 Hours = 48 CE credits
- 17 – 19 Hours = 57 CE credits
- 20+ Hours = 60 CE credits

Anonymous • 23 May 2023 15:19

Do I have to complete the CC requirements and renew if I am on a leave from practice

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:39

Only if you plan on returning from leave. ConEd is a professional responsibility so that members are up-to-date on current practice and standards.

All regulated members who want to keep an active practice permit must complete renewal each year, even if they are not actively working in the profession. If you do not complete renewal, your permit would be suspended October 1 and subsequently cancelled November 1. This means that if you wanted to return to the profession, you would have to complete the reinstatement application and fees.

As for Continuing Competence requirements, members who are on a leave from practice and are not able to complete their CC requirements can submit the [CC Credit Adjustment Request Form](#) to have their credit requirement adjusted.

Anonymous • 23 May 2023 19:49

if I came from Ukraine, are there any benefits?

We are unsure exactly what the question is here, however, if this is related to registration processes for Ukraine paramedics, all international applicants undergo the same process for registration. There have not been any provincial or national directives issued which would override the provincial regulatory requirements. The College will work with all international applicants to ensure that the process is as efficient as possible.

Anonymous • 24 May 2023 13:04

Can the college further extrapolate on how the college is attending to equity, diversity and inclusion in the recent council recruitment process.

The College is an equal opportunity organization, and we take EDI very seriously. The College's EDI statement is posted on our website and is incorporated into every recruitment process.

Darrell Paranich • 24 May 2023 13:28

What are the plans for regulating CCPs in Alberta? You mentioned the NOCPs update in 2024...

It's always great to hear from a previous mentor! The plans for CCP are coming together with the completion of the national competency profiles. Once there is a clear idea of the competencies required nationally for CCPs we will look to amend our regulations to add the CCP designation. Not only will our regulations need to be amended, the new Health Professions Restricted Activity Regulation will need to be amended to include the authorization of specific restricted activities for the CCP designation. While awaiting the amendments to the regulations, we will work with educators and employers in the province to develop and approve training.

Anonymous • 23 May 2023 19:49

can i take any courses without knowing english?

Comment:

Anonymous • Allowed on 24 May 2023, 14:51

No, but you could take a course in French in Quebec and transfer to Alberta through labour mobility.

Our regulations require a certain degree of English language proficiency to be registered. In AB, all of the educational programs are taught in English, so taking one here without knowing the language would be difficult. And to the comment, a practitioner could take a course in QB in French and use the provisions of Labour Mobility to transfer back to AB, but the proficiency in English is still a regulatory requirement to gain registration.

Anonymous • 24 May 2023 13:28

Do completing med school question banks count towards our credits?

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:40

You could claim them for SD credits

As the commentor has suggested, this would fall under the classification of Research and Development within the Self-Directed category.

Darrell Paranich • 24 May 2023 14:00

Several questions regarding timelines for CCP recognition in Alberta. Can you clarify?

We can give you our best guess at a timeline:

The new COPR Competency Profile should be received by September and the PAC Standards Profile in December. The College will review both of these documents and determine the restricted activities which CCPs in AB will be required to perform and submit a request to the Minister of Health to 1) amend the Health Professions Restricted Activity Regulation and 2) amend the Paramedics Profession Regulation to include the designation of CCP. These two items are out of our hands as the Minister will likely take some time to consider the proposed changes. While this is being considered, we will work with educators and employers to develop and approve training programs for this designation. A lot hinges on the speed at which the Minister approves the required changes, so it's difficult to say, however, we would hazard a guess that it will be no earlier than the fall of 2024.

Anonymous • 24 May 2023 14:01

Is there a way to make it easier to add CE courses from other provinces to become CE in AB and ACP to promote CE from Alberta to be so in other provinces?

Yes, CE courses from other provinces can be added. If you believe that there is valuable training from another province that all of our members can access, then please submit a request to have the Competence Committee review it. As for promoting our approved CE to other provinces, we would not actively "promote" it, however, there have been a number of instances in the past where we have found a valuable course and shared it with the other provinces. After that it would be up to them to follow their processes for approving it.

Anonymous • 24 May 2023 14:02

Just a comment. I think there should be more available for Paramedic Veterans. With the rate of PTSD among paramedics and people leaving the profession, I wish there was more available for those who burnt out and need help. No idea how to get more support from government etc, but a Canadian Paramedic Veterans affairs entity could help many.

1 Comment:

Anonymous • Allowed on 24 May 2023, 14:35

That could be an Association function. If you are not already a member, I Highly Recommend it as the College is legislatively Prohibited from acting as an association. There are some resources available on the Alberta Paramedic Association (APA) website Here: <https://albertaparamedics.ca/resources/?v=707f3a40153b>

The commentor is absolutely correct. The College is prohibited by legislation from acting as an advocate for membership, as this role is more in line with an association type activity. Within our mandate we do what we can by providing a list of mental health resources on our website, which can be found [here](#).

Anonymous • 24 May 2023 14:04

Will you ever go away from COPR, it seems like a much less robust testing or evaluation?

There are no plans to leave the COPR exams and return to developing and delivering our own provincial exam at this time. There are several reasons for this:

- 1) Provincial and National Labour Ministries have directed all provinces to work towards harmonization of scopes of practice including a standardized examination.
- 2) The cost to develop and deliver a high-stakes, psychometrically sound and legally defensible exam is significant.
- 3) Labour Mobility regulations would allow for AB graduates to take the examination in another province and then return to AB to become registered, thereby bypassing any “robust” exam that our College would have put in place.
- 4) The COPR exam processes are solid and legally defensible and there is no cost to the College. Further, applicants pay far less to write the COPR exam than we used to charge.

The move to the COPR national entry to practice exam was inevitable, but it was not a move that the College took lightly. The benefits of having strong, national entry to practice examinations are realized by students, regulatory bodies and the profession at a national level. At this time, we do not foresee the College returning to the previous provincial exam format.

Anonymous • 25 May 2023 03:34

Thank you for the AMM. I always look forward to your updates and briefings regarding future initiatives.

You are welcome! We hope you join us at the AMM next year.

This question was answered live but has been expanded on due to the follow-up comments:

Anonymous • 24 May 2023 09:08 • ANSWERED

What are the colleges plans to develop and us the the CCP title and scope?

3 Comments:

Anonymous • Allowed on 24 May 2023, 13:35

based on what Tim said, the CCP designation will likely not become a reality until 2024- is that correct?

Anonymous • Allowed on 24 May 2023, 13:28

How will the CCP program rollout with regards to ongoing continuing competence and skills

Anonymous • Allowed on 24 May 2023, 13:15

Can you address this question in relation to the other national work that is going on that would inform this (PERRs, NOSP, etc.) - may be helpful to situate in larger discussion nationally.

The plans for CCP are coming together with the completion of the national competency profiles. Once we have a clear idea of the competencies required nationally for CCPs, we will look to amend the regulations to add the CCP designation. Not only will the regulations need to be amended, the new Health Professions Restricted Activity Regulation will also need to be amended to include the authorization of specific restricted activities for the CCP designation. While we await the amendments to the regulations, the College will work with educators and employers in the province to develop and approve training. As mentioned in an answer above, the best guess for a timeline would be late 2024 at the earliest.

There is an interesting comment about the ongoing continuing competence related to this designation. At this time, we haven't determined the CC requirements for this designation yet, but it is something that will be considered. A big question to answer is should a higher degree of ongoing professional development be required for this designation? If the answer is yes, then would we want to consider tiering the entire CC program based upon designation? We will need to carefully weigh out all the impacts of this kind of decision before coming to a conclusion.

Anonymous • 24 May 2023 13:18 • ANSWERED

How does, or can, the College plan to intervene in the practicum / competency issues with Schools in Alberta. It seems with the limited oversight and follow up for accreditation and "competency" there are some large gaps in documentation vs practice in their student flow.

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:27

Can the college comment on this question and if there are any plans to look at this challenge more collaboratively (ie: not a school problem, not a employer problem, but a system and profession problem broadly where we need to be more innovative and collaborative around solutions, vs the continued "not my mandate, that's not really us, that's the schools (or employer's) responsibility.

Anonymous • 24 May 2023 13:41

IN follow up to practicum documentation. Schools are pushing students through when there are multiple preceptors "failing" them, second chances are great, but passing students using

lab sessions or with competencies that have not been completed within a single event. It seems a trend that students are not competent within their competencies. Hope that helps clarify.

These are great comments which touch on many aspects related to practicums. First, often our approach has been just as described, “not our mandate...” and there is some rationale behind this. The College needs to be cognizant of where our authority resides and that is primarily over the membership. We have limited authority over educators and almost no authority over employers, so when practicum issues are discussed, there are some elements where we truly have no jurisdiction.

This changed to some degree in January of this year when the Minister of Health endorsed the recommendations put forward by the Alberta EMS Provincial Advisory Committee. Recommendation #50 was a directive to ensure that the College, educators and employers worked collaboratively to address practicum concerns, so in the early spring the College called together a large number of stakeholders to identify concerns and work towards some solutions. This committee has met three times to date and is developing strategies aimed at addressing the practicum issues.

In response to the comment about students passing even though they have been “failed” by the preceptors, our committee has identified this as a barrier to precepting. Personally, few things made me feel more devalued than when I identified concerns about students which were dismissed by the educators. I believe that the work this committee is doing will address this, along with many other issues related to precepting.

-Tim A. Ford, Registrar

Anonymous • 24 May 2023 09:59 • ANSWERED

Is there any planning for EMR, PCP ACP to increase scope of practice like other provinces like BC or SK

Anonymous • 24 May 2023 13:55

BC is rolling out a PCP degree for 2024. With this information, is AB not engaging and communicating with surrounding provinces? Is there any collaboration happening with other provinces that have a higher scope and enhanced training?

1 Comment:

Anonymous • Allowed on 24 May 2023, 14:07

Seems Alberta and ACP is only focused on pursuing improvements with the workforce's ACP/CCP rather than focusing on improving the majority of frontline Paramedics which are PCP's.

Last year some significant scope expansions for PCPs were launched, which have now been incorporated into the PCP educational programs. This enhanced scope of practice brings Alberta in line with the other provinces, with the recent amendments from BC being the exception, and it is unclear how BC intends to implement them. Further, we absolutely collaborate and communicate with other provinces on a regular basis on many topics with scope of practice usually being front and center. Lastly, the Justice Institute of British Columbia has not developed a PCP degree program, and while we cannot speak to their intentions moving forward, the BC EMA licensing branch (their regulatory body) is unaware of any proposed program changes with any educational programs that would lead to a PCP degree.

We have talked extensively about the work being done nationally to harmonize scope of practice and that there are two significant documents coming from COPR and PAC that will be used to inform this. Having a profession that is aligned nationally is vital, and when a need is identified to expand scope for a particular designation, the profession can then move forward together, as opposed to each province expanding scope independent of the other provinces.

In response to the last comment, we acknowledge that nationally there are five times more PCPs than ACPs. Provisions for scope expansions for PCPs have been made recently, and we will potentially look at more once the work on the national competency profiles is completed.

Anonymous • 24 May 2023 13:13 • ANSWERED

Can the college comment on its responsibility or process to initiate investigations under the mandate of protecting the public and regulating the profession when information about unprofessional conduct (assault, harassment, theft, unethical behavior that impacts the profession, etc.) has been already reported to the public (news stories, legal proceedings, public complaints in media).

3 Comments:

Jennifer Kirk • Allowed on 24 May 2023, 13:25

Each situation is evaluated on a case-by-case basis. If it appears that public harm may result, then an investigation may be warranted.

Anonymous • Allowed on 24 May 2023, 13:51

Can you clarify then that 1) the college does not believe it has a role in upholding ethical practice and standards for the benefit of the public, and 2) that the college does scan and does a preliminary "light" investigation when these pieces become known in the media? Or is this only done when there is a formal complaint or flagging to the college? Is there a process for ensuring transparency to the membership on this process, so the membership can have faith that the college is fulfilling its mandate to the public in ensuring and furthering public trust (as is the point of the code of conduct which lays out the expectations for professional behavior).

Anonymous • Allowed on 24 May 2023, 13:52

ENFORCEABILITY The Code of Ethics that follows sets forth the ethical responsibilities that, along with the Standards of Practice, are binding on all regulated members of the paramedic profession. Violations of the Code of Ethics may constitute unprofessional conduct and may result in disciplinary action.

Any public individual who believes a regulated member of the College has acted unethically or in an unskilled manner may bring the matter to the attention of the Complaints Director, to be dealt with in accordance with the provisions of the Health Professions Act.

It is the College's role and responsibility to review unprofessional conduct violations as they pertain to the Code of Ethics and the Standards of Practice.

As mentioned above, each situation is evaluated on a case-by-case basis. In instances where the College is made aware of unprofessional conduct by media reports, a review is undertaken to determine if an investigation is warranted. When public risk is not a factor, the College may wait for the employment investigation to be completed and/or the civil or criminal matters to conclude.

Employers and regulated members also have a responsibility to bring this information forward to the College so that these matters can be reviewed. If as a regulated member, you have concerns about the unprofessional practice of another member, we encourage you to bring those matters forward to either your employer or to the College.

Anonymous • 24 May 2023 13:33 • ANSWERED

Can military QL5 medics be considered for an ACP license instead of the PCP license due to the nature of what they learn as a QL5 Military medic?

2 Comments:

Rober Demircioglu • Allowed on 24 May 2023, 13:54

We have a Medical Technician Protocols and Procedures handbook which lays out what we are trained to do. I honestly think as long as we have our QL5 course certificate they should be allowed to see what we are able to do. There are some things that we are taught extra like CBRN which I won't get into, but other than that it's pretty self explanatory.

Anonymous • Allowed on 24 May 2023, 13:48

There is also a question of whether the CAF training standards are Allowed to be sent to an NGO. There are restrictions on transmitting Controlled Goods for security. Approval would likely need to come from CTC-HQ or 3 Div Health Services

Addressing the original question, the answer to can a QL5 military medic be initially registered as an ACP is no. While they have some knowledge and skills over and above the PCP level, they do not meet all the educational components required of an ACP in Alberta. As stated above, the QL5 medic can apply to have a Prior Learning Assessment Report (PLAR) completed by one of our approved educational institutions to get credit for those skills which they already have obtained, but there will still be educational components needed to be completed before being recognized as an ACP.

Answered Live – for these answers, please review the [AMM video](#)

Anonymous • 24 May 2023 08:31 • ANSWERED

What is the colleges plans to push paramedicine forward as a whole (utilizing PCPs and ACPs in other settings outside ground ambulance)

Anonymous • 24 May 2023 08:32 • ANSWERED

Will the college ever adopt an ID style registration card (similar to BC)? The paper one seems very easy to forge, damage, and relies heavily on someone verifying on the website.

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:34

BC & Sask have plastic ID cards. If we issued them without an expiry date it would reduce paper & operating expenses while still directing verification back to the website

Anonymous • 23 May 2023 13:32 • ANSWERED

Will the college ever add a non-practicing license with a lower fee?

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:07
I would really appreciate that classification

Anonymous • 23 May 2023 13:17 • ANSWERED
Is there any mandatory CC training?

Anonymous • 24 May 2023 13:33 • ANSWERED
Regarding the expansion of PCP scope, it is great to align federally. With the recent expansions and all other expansions and responsibilities over the last 20+ year, is not the Ontario model of a 2- year PCP program more appropriate? (The answer might be "yes"!)

1 Comment:

Anonymous • Allowed on 25 May 2023, 03:17

This is the way it should be. It would also be "easier" to take a year off work (as opposed to two) for those wishing to upgrade their skills and become an ACP's.

Anonymous • 23 May 2023 13:23 • ANSWERED
Is the college able to influence the dates of the COPR exams? More exam dates would be helpful for getting more practitioners into the profession

Anonymous • 24 May 2023 12:44 • ANSWERED
The college should offer lifetime membership to members who have been active with the college for a substantial time, for example, 20 + years. Lifetime continued learning designation due to experience

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:21

Many unions or associations offer retirement benefits after long service, but there is no reason to have College membership after retirement if the member is not working. The College is not a union or association. In any case, the profession is Always evolving and ConEd should never be neglected by any member

Anonymous • 24 May 2023 13:06 • ANSWERED
Can the college describe it's anticipated role in the implementation of the updated NOCP (NOSP - national occupational standards for paramedics) and what it sees as the most exciting or challenging pieces for the profession and regulation as we move forward.

Anonymous • 24 May 2023 13:20 • ANSWERED
Can the college describe any work (regulatory or education standards wise) around the role and scope of community paramedicine.

Anonymous • 23 May 2023 10:28 • ANSWERED
Explain probationary practitioners, why they can practice after failing the COPR, and why they work under a registered practitioners RO without identifying to the Practitioner they are probationary.

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:25

Can the college comment on this question - maybe specifying if there are responsibilities under the code of conduct or standards of practice for disclosure (ie: disclosure of limitations in practice??), and/or if this is seen as an employer responsibility (when scheduling), and/or a

professional responsibly.

Anonymous • 24 May 2023 11:53 • ANSWERED

Would it be better if Intermediate Life Support (ILS) be considered as a scope of practice between BLS (EMR/PCP) and ALS (ACP), or would it complicate the matter?

Anonymous • 24 May 2023 12:56 • ANSWERED

Can the college please describe what work to date (and what work may be planned) to support the implementation of the code of conduct into practice (education, what accountability looks like, etc.).

2 Comments:

Anonymous • Allowed on 24 May 2023, 14:07

There is way too much unethical and unprofessional conduct and there seems to be nothing done about it.

Anonymous • Allowed on 24 May 2023, 14:02

Writing a document/posting an expectation does not = implementation, does not mean that it is put into practice, does not mean that the membership has adopted it and is enacting it. How is the college confident that what is on paper is mirroring what is in practice (as it is practice/behavior that actually matters/impacts the public and is what you are regulating). Does the college have evidence that practitioners are embodying/adopting the code of ethics to suggest that what is written is what is happening out there (as there is evidence that it is not implemented/adopted by the profession (for example: practitioners AND employers are not reporting unethical behaviors (assault, theft, harassment) to the college).

Anonymous • 24 May 2023 13:03 • ANSWERED

Can the college comment on its role and next steps in implementation of the PERRs project (essential regulatory requirements for paramedics).

Anonymous • 24 May 2023 13:28 • ANSWERED

With the need for Preceptors, has the college looked into incentives to make it more attractive

3 Comments:

Anonymous • Allowed on 25 May 2023, 03:22

A great incentive would be a premium added to our salary. But that would be something our collective bargaining bodies would probably have to advocate for.

Anonymous • Allowed on 24 May 2023, 14:01

SD credits hold Zero incentive for the additional work of having a student!

Anonymous • Allowed on 24 May 2023, 13:54

Beyond the CE credits?

Anonymous • 24 May 2023 13:30 • ANSWERED

What is the average duration of active registration for an ACP / PCP / EMR ? has that number been increasing or decreasing over time ? Has there been an increase in 'departures' from Paramedicine given the high workload/burnout?

Anonymous • 24 May 2023 13:31 • ANSWERED

Is there still intent to increase PCP courses to a 2 year Associate's Degree program or remove/ transition the EMR designation to an OHS/ Occupational First Aid (OFA3) type certificate?

Anonymous • 23 May 2023 14:38 • ANSWERED

Is there additional training for vaccine administration?

Anonymous • 24 May 2023 13:05 • ANSWERED

i find the con ed portal very confusing to navigate. is there a way to further streamline the site to make it more intuitive and straightforward

1 Comment:

Anonymous • Allowed on 24 May 2023, 13:59
BC pays their preceptors per hr

Anonymous • 24 May 2023 12:58 • ANSWERED

Please allow more than 200 characters, some require characterization the context for the question to be understood, or can we email for inclusion in questions that will be answered after the session?

Comments:

Anonymous • Allowed on 24 May 2023, 13:07 • Shown Thanks for the feedback. This has been updated to 400 characters. You can also email questions to communications@ABparamedics.com for questions to be answered outside of the live session

Anonymous • Allowed on 24 May 2023, 13:08
Thank you!!!!!!