

*Most questions from the 2024 AMM were answered during the live question and answer period.  
Please see the video of the day that is available through the original [registration link](#).*

*The following are the remaining questions/comments that the panel did not have time to answer live.*

**Sterling Martin • 22 May 2024 13:00**

What is the strategic direction being taken by the College where practitioners will see a positive change in the next 12-24 months?

There isn't a short and simple answer to this question. The College's mandate is to work in the public's best interest while regulating the profession and its members. And in addition to this, a few years ago we were mandated to move away from all association-type activity which can really limit what the College is able to do for its members. However, it is important to note that what is in the public's best interest does not mean it is not in the members' best interest as well.

With that said, some areas we can highlight that will create positive change include the fee decreases over the last few years. The Fee Freeze Fund was established this year to guarantee no fee increases while there is equity in the fund. In the next few years, the curriculums will be changing with increased scope to EMRs, PCPs and ACPs, as well as the added designation of the Critical Care Paramedic. The College was able to find a financially efficient way to provide hard-plastic member cards to anyone who requests them to start this renewal. This was something that we have heard from the membership for many years.

There are other positive changes on the horizon, some of which we are not able to announce yet but will share as soon as possible.

**Anonymous • 22 May 2024 13:46**

Does council have any plans to bring in more members in the near future? What are succession plans for council?

At this point, there are no plans to bring on more regulated members. Our Bylaws approved by Council have the regulated member representation set at four to six regulated members and we currently sit at six regulated members. Next year, we will be seeking appointments for two vacancies. As we mentioned during the AMM, we have received significantly more interest in Council vacancies since moving to the recruitment-based appointments, which is incredibly positive to see. The current size of Council was based on governance principles of proper representation on boards which was suggested as anywhere from 9-12 members. Bigger boards create more conflicts with scheduling meetings and maintaining good participation and decision making.

Additionally, the Council is mandated to have 50/50 representation from regulated members and public members. The process to get public members appointed to Council is through the Government of Alberta which the College has no influence over. Additionally, public member appointments are based on public interest, and it can take quite some time to find placements for Council. At this time, we are currently waiting for two more public appointment to Council to create a 50/50 representation.

**Anonymous • 22 May 2024 13:55**

Tim had mentioned the college is collecting data on the average age members leave the profession. Can members access this data? I'm curious to see the trend across EMR, PCP, and ACPs

The College's Annual Report shares data on the total number of members cancelled each year. The Annual Report can be found here: [Annual Report – Alberta College of Paramedics \(abparamedics.com\)](https://www.abparamedics.com/annual-report)

Anonymous • 22 May 2024 13:57

Why does the Alberta Government not pay into the College more than the members do? The college is enforcing the rules/regulations of the Government so would make sense they pay the majority vs members

For a little context, Alberta's Legislative Assembly passes Acts, which are provincial laws outlining broad legal principles. The *Health Professions Act (HPA)* provides the overall framework for identifying and regulating health professions in Alberta. The College which is the regulatory body for paramedicine outlined under the HPA, is responsible for overseeing our profession. Generally, governments do not interfere with regulatory body's operations, including funding their activities, to maintain their autonomy and impartiality.

As per the HPA, it is the role of Council to set practice permit fees for their regulated members. The registration fees are what it costs an individual to be a part of a professional group and continue their practice. The same would apply to many other occupations including accountants, teachers, lawyers, etc. While we are unable to comment on government budgets and where they allocate money, it is important to note that there are 28 other regulatory bodies with many regulated members which would make it difficult for the government to subsidize permit fees.

Anonymous • 22 May 2024 13:58

Will the college work with other professional regulators to help paramedics move into other non-traditional EMS occupations? Many professionals do not understand the skill set that paramedics have.

Collaborating across regulatory agencies can be complex and may require navigating legal, regulatory and administrative hurdles. While the College does liaise with other regulatory bodies on different matters, non-traditional EMS occupations may involve tasks or responsibilities that fall outside the mandate of the College and scope of practice for paramedics. This would mean that collaborating with other regulators would require careful consideration of how to ensure that paramedics have the necessary training, qualifications and oversight to perform these non-traditional roles safely and effectively.

Alternatively, it could be appropriate to check with your association to see if there are avenues to lobby for paramedics in these "non-traditional roles".

Anonymous • 22 May 2024 13:35

Is there a large number of regulated members that hold multi-province permits?

We don't have a concrete number of how many of our members hold permits in other provinces. When registering with the College, we verify information on whether the applicant is registered in another jurisdiction at that time. After registration with the College, this information is only updated

if the member updates their record.

Anonymous • 22 May 2024 13:43

Once you have 20+ years in the profession I believe there should no longer be any fees as long as you keep your credits on continued training. also leaves many on the ready for the next pandemic/war.

Comment:

Anonymous • Allowed on 22 May 2024, 13:53

I agree, maybe even at 15 years as most do not keep registration that long! Keeping trained individuals on the "ready" and a reason for them to keep learning and keep registration in this field instead of burning out and leaving completely. There will be a future war or another pandemic or other event and planning for that is a good idea. Able to mobilize many for even flu shots would be worth it alone.

The College's mandate is to regulate the profession in the public's best interest and protection. Simply put, there is a cost associated with being registered and it is not fiscally feasible to offer this to some at no cost. We do our best to ensure fees are as reasonable as possible, as demonstrated by three fee reductions in the past five years.

Anonymous • 22 May 2024 13:52

If people are looking for career opportunities at the College, what would you recommend for education and experience?

This is a good question but varies depending on the job opportunity. Currently, the College does not have any vacancies. If you are interested to learn more about regulations and acts that govern the profession and the College, good resources to be familiar with include the *Health Professions Act*, and the Paramedics Profession Regulation. Governance and committee experience would also be of benefit.

Mike Cochrane • 22 May 2024 13:53

Has the College ever put out a Q/A on how to register in other provinces?

Comment:

Anonymous • Allowed on 22 May 2024, 14:02 • Shown

It's pretty easy. There's labour mobility agreements with BC and Saskatchewan.

We have provided links to other regulators in the past. However, the information can change so frequently that it became difficult to keep the integrity of the information and contact information. Our registration department can provide help to all members who reach out looking for information on how to register in another province.

Sterling Martin • 22 May 2024 13:56

Why are we still asking questions we asked when ACP came to inception?

As we're not sure exactly what this question(s) this is in relation to, we can't answer it specifically. If you would like to follow-up with the College by emailing [communications@ABparamedics.com](mailto:communications@ABparamedics.com), we would be happy to discuss your concerns.

Anonymous • 22 May 2024 12:53

How was the third-party HR consultant selected for this task?

There was a Request for Proposals process for the HR consultant and one company was selected after a screening and interview process.

Sterling Martin • 22 May 2024 13:46

Burn out is a leadership issue not necessarily a work related issue

Burn out can be a result of many different factors and varies from person-to-person and situation-to-situation.

Anonymous • 22 May 2024 14:09

Will the college make an effort to regulate employers (industrial) who are falsely representing their services as ALS when they are providing paramedics with first aid kits?

This is a great question, and it represents an ongoing issue that exists in some industrial employers. However, the College has not been granted any kind of authority over the employers of our members. Currently, industrial employers fall under the jurisdiction of OH&S and the associated legislation, and concerns that we hear about are referred to their departments.

Anonymous • 22 May 2024 17:03

There have been requests for websites such as Fire Engineering Training, and AlbertaMFR to be eligible for CC Credits. Is there any updates or chance of review for the CC resources list?

We do constantly review the CC resources list and now have over 1100 options. That said, there are still requirements that the training be applicable to care offered and the level of training for our members. MFR or fire training may pertain to your employment setting, and our CC program allows a member to claim up to 30 Self Directed (SD) credits for this type of training. However, we don't foresee the CC committee approving these two particular options for continuing education (CE).

Anonymous • 24 May 2024, 11:02

Narcans are available for anyone to use in case of OD. Why can EMR not give IM when everyone else, including the general public, can, provided that IM is supplied in the kit?

All Emergency Medical Responders (EMRs) in Alberta are permitted to administer Naloxone via the intranasal route. The ability to perform intramuscular (IM) injections was added to the EMR scope of practice when EMRs were included in the Health Professions Act in 2016. However, the educational programs needed to catch up to this change.

Currently, all EMR education programs include training for IM injections, so anyone completing the EMR course will have this skill. For EMRs who completed their education before IM injection training was included, there are training opportunities available and EMRs can access the necessary training to have the condition removed from their practice permits.

To perform IM injections, EMRs must complete the required training and submit proof of completion to the College through the Practice training form through their member portal. Once this is done, they are permitted to perform this skill.

The distinction between a layperson and an EMR (Emergency Medical Responder) in administering intramuscular (IM) Naloxone injections without formal training primarily involves regulatory standards, professional accountability, and the context in which they operate. Good Samaritan laws protect laypersons from liability when they administer Naloxone in good faith during an emergency. The goal is to encourage immediate action without fear of legal repercussions. While laypersons are empowered to administer IM Naloxone in emergencies to address immediate life-threatening situations, EMRs must adhere to higher standards of training and competency to ensure the quality and safety of care provided in their professional capacity. The regulatory framework aims to balance immediate life-saving measures for the public with maintaining high standards of medical practice for healthcare professionals.

If you have any further questions or concerns, please feel free to reach out to [practice@abparamedics.com](mailto:practice@abparamedics.com)

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

Anonymous • 22 May 2024 13:02 • ANSWERED

Is there any moves planned towards adding to the PCP scope a more effective pain management medication?

Comments:

Anonymous • Allowed on 22 May 2024, 13:30

Penthrox has been around for ages, why is it taking so long for the college to get on board with this for pcp's?

Anonymous • Allowed on 22 May 2024, 13:12

There definitely needs to be to bring AB pcp's in line with other provinces

Becky • 22 May 2024 13:16 • ANSWERED

What are education program changes anticipated to meet practice needs - such as a degree pathway?

Anonymous • 22 May 2024 13:27 • ANSWERED

What is the progress to recognize other specialty paramedic designations like Flight Paramedic, Tactical Paramedic or Wilderness Paramedic? The IBSC has completed much of this work and could adopted

Anonymous • 22 May 2024 13:10 • ANSWERED

Knowing that this is a challenging career, with burn outs and lack of work-life balance, will the council address this gap to support paramedics and improve retention?

Comment:

Anonymous • Allowed on 22 May 2024, 13:34

Will the 4/4 rotation ever change to assist in reducing burnout and improve work-life balance?

Anonymous • 22 May 2024 13:15 • ANSWERED

Is there any plans to expand the EMR scope of practice?

Anonymous • 22 May 2024 13:05 • ANSWERED

Is the college looking at any increases of scope of practice for ACP or PCP in the next few years?

Comment:

Anonymous • Allowed on 22 May 2024, 13:08

yes for both acp and pcp

Anonymous • 22 May 2024 12:53 • ANSWERED

How did the number of applications this year compare to the number received last year?

Anonymous • 22 May 2024 13:04 • ANSWERED

How is the college working with the province to more effectively use pre hospital care?

Anonymous • 22 May 2024 13:02 • ANSWERED

Will there ever be a way for those with other health science degrees to challenge some content in the

EMR/PCP/ACP program to reduce time in class to get them in the field sooner?

Comments:

Sterling Martin • Allowed on 22 May 2024, 13:20

caution reducing time as that can reduce quality of practitioner which affects the reputation and quality of the profession...don't water down

Anonymous • Allowed on 22 May 2024, 13:10

health science degree is different than acp/pcp training, so i'd hope not.

Sterling Martin • Allowed on 22 May 2024, 13:07

do we want them in the field soon or having higher quality practitioners?

Anonymous • 22 May 2024 13:31 • ANSWERED

Will there be a mandatory CE requirement this year?

Anonymous • 22 May 2024 13:35 • ANSWERED

Has the college ever considered allowing members to pay their fees in quarterly payments?

Anonymous • 22 May 2024 13:27 • ANSWERED

When will we know more about CCP and training?

Anonymous • 22 May 2024 13:33 • ANSWERED

Will there be an opportunity for a hybrid model for the AGM? It would be nice to see everyone in person.

Comment:

Anonymous • Allowed on 22 May 2024, 13:42

When is the AGM being held?

Anonymous • 22 May 2024 13:33 • ANSWERED

why has the college gone with taking out the practical testing of new medics for thier licenses? is it not better that the new member can prove that they are compentant in physical skills?

Anonymous • 22 May 2024 13:34 • ANSWERED

What is the timeline the college is looking at for changes to the educational cirriculum?

Anonymous • 22 May 2024 09:52 • ANSWERED

When will Hydromorph be added to the ACP approved medications?

Comments:

Anonymous • Allowed on 22 May 2024, 13:12

Hydromorph is already in ACP scope of practice; it is just not in protocols.

Sterling Martin • Allowed on 22 May 2024, 13:04

Why hydro morph what else is missing

Anonymous • 22 May 2024 13:27 • ANSWERED

I notice some questions on expanding scope: What is the update on the expansion of the length of the

PCP program to meet the needs of 25+ years of scope-creep.

Comment:

Anonymous • Allowed on 22 May 2024, 14:00

acp's need to stop complaining about pcp's scope "infringing" on theirs, pcp's in AB need their scope brought in line with other provinces.

Anonymous • 22 May 2024 13:34 • ANSWERED

I heard that the average retention for this profession is now only 3 years due to burnout, is this true?

Anonymous • 22 May 2024 13:40 • ANSWERED

Is the college looking at expanding EMR scope to be like BC EMR in allowing to give certain drugs via IM and Nebulizer?

Anonymous • 22 May 2024 13:47 • ANSWERED

The College's reputation seems to have neutralized and is seen in more of a positive light. What would you attribute this change to?

Anonymous • 22 May 2024 13:51 • ANSWERED

Is there a program that exists that recognizes years of service to the paramedic profession that is overseen by the college?

Comments:

Anonymous • Allowed on 22 May 2024, 14:00

There is a Provincial & Federal awards for EMS in the Alberta Emergency Service Medal (Provincial 12Years) and Exemplary Service Medal (Federal 20Years). Self- Nonmination not accepted. Speak with the Association or your employer for more  
0 Upvotes | 0 Downvotes

Mike Cochrane • Allowed on 22 May 2024, 13:55

There are several programs, please go to [ABparamedicawards.ca](http://ABparamedicawards.ca)

Anonymous • 22 May 2024 13:17 • ANSWERED

Any plans to attract more people to the line of work?

Anonymous • 22 May 2024 13:31 • ANSWERED

Credentials versus degree education plan. Can you clarify credentials.

Anonymous • 22 May 2024 13:31 • ANSWERED

Is the College going to look at expanding the EMR scope as BC has done with regards to medications being administered in the field?

Anonymous • 22 May 2024 13:38 • ANSWERED

Besides working on an ambulance what other options are available for PCP's? Is there any new positions most do not know exist? Like research or vaccination positions? Just curious.

Anonymous • 22 May 2024 13:45 • ANSWERED

As someone going back for my ACP this year will there be any changes to the curriculum in 2025 or will gap training be required for those going through programs between graduation and regulatory



exam?

Sterling Martin • 22 May 2024 13:03 • ANSWERED

How does these fee decreases reflect on the long-term capital and operational planning

Comments:

Matthew Aspden (Staff) • Allowed on 22 May 2024, 13:27

Hi Sterling, The College's audited financials are included in the annual report if you wish to review them. Further to that: as Wendy mentioned, the College has established a Fee Freeze Fund (which will show up in the 2024 financials). This fund will show what Council and Administration consider excess funds, over and above what is needed for the long term fiscal sustainability of the organization. Essentially these fee decreases reflect on long term capital planning by reducing our excess funds in the future, as the College moves away from having a surplus which was used to build up adequate capital reserves, and towards a break even budget. This reflects that the organization has a solid long term capital and operational plan.

Anonymous • Allowed on 22 May 2024, 13:07

BECAUSE THE COLLEGE IS FINANCIALLY STABLE