

Many questions from the 2025 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.

Conduct

Anonymous • 21 May 2025 13:34

What were the stats for complaints this year?

In 2024, 140 complaints were filed with the College. In 2025, so far, 42 complaints have been filed. If you would like more information on the previous year's statistics, please refer to the 2024 Annual Report published on the College's website.

Anonymous • 21 May 2025 13:42

Was there an increase in complaints against paramedics this year? What is the common theme? And is there an educational opportunity to address the potential gap found?

Yes, we have noted an increase in complaints. This is consistent across many regulatory bodies in Alberta at this time. Proper documentation continues to be an area for improvement. The College is working on a course on Documentation, to be offered for free through our Learning Management System soon.

Operations/Administration

Anonymous • 21 May 2025 13:31

In past years, the AGM used to run 2+ hours with tons of information. Why is it that the AGM's have reduced in time and information?

Comment:

Anonymous • Allowed on 21 May 2025, 13:51

Suggest this be piece of member survey to identify what members think is missing in relation to valuable content to tailor AMM to member needs

The move from an AGM to an AMM was made in 2017, in response to the 2017 Member Survey results. Our previous in-person AMMs did run longer than the current online meetings, partly due to the then-offered educational opportunities. Recent legislation (Bill 46) dictates that the College no longer offers or is involved in association-type activities, including the format of educational conferences previously offered at the AMMs. The College has recently launched a Learning Management System, which is intended to continue offering education on subjects within our purview for free to all members.

While the consolidated timeframe contributes to the College's commitment to keeping operational costs low, the aim of the AMM is to accurately provide the updates and information members most need to know. We will look into the suggestion to include this topic in the upcoming 2026 Member Survey.

Anonymous • 21 May 2025 13:27

Will there ever be an opportunity to meet in person for the AMM? Even if it's every 5 years to continue to be fiscally responsible.

At this time, we are committed to maintaining the AMM as an online event. We have found this format allows for the most member participation province-wide and removes the need for members outside of the Edmonton area to travel in order to attend. As well, the online format allows members to watch the AMM back at a later time for Continuing Competence credits, which many members plan for in their Learning Plan during renewal. Keeping the AMM entirely online contributes significantly to the College's long-term fiscal plan, which in turn supports the College's commitment to keeping registration fees as low as possible.

Anonymous • 21 May 2025 13:41

Will the college be implementing any changes that meet the Truth and reconciliation commissions calls to action on health care? The systemic racism within the Healthcare system needs to be addressed.

The College recognizes the importance of the Truth and Reconciliation Commission's (TRC) calls to action. The TRC's recommendations have been embedded in the new curriculum that will be rolled out in 2027. This course will educate on contemporary Indigenous issues and the history of Indigenous relations and government policy in Canada, including health structures.

That being said, as a regulator it is not within our purview to mandate changes outside of those we have included in the curriculum. Other TRC recommendations will have to be implemented by respective employers, schools, unions and any other relevant groups.

Anonymous • 21 May 2025 13:52

Can you enable captions next year? Trying to watch in the ambulance on the way back from a transfer and can't hear at all.

Thank you for the feedback. We will look into captioning options for the future. There is also always the option to watch the video back at a later time, if the timing of the livestream is unideal for viewing. The AMM will be available to view until September 30.

Anonymous • 21 May 2025 13:47

With Alberta paramedics being the lowest paid in the Country, is there anything that the college is doing to help with this being that we used to be the gold standard for Canada?

Comments (2)

Anonymous • Allowed on 21 May 2025, 13:54

This is more an association and union role from my understanding, regulatory colleges aren't positioned to lobby government or services related to wages.

Anonymous • Allowed on 21 May 2025, 13:54

Unfortunately the College has no ability to negotiate wages and not within their mandate. It would be best to discuss these challenges with employers and unions.

As noted here, negotiation of wages is not within the College's scope of influence. These discussions must be held with employers and unions.

Anonymous • 21 May 2025 13:57

Will the college be advocating for a significant increase in pay once ACP is a degree program? Similar to RN?

Comment:

Anonymous • Allowed on 21 May 2025, 14:37

Unfortunately the College is unable to advocate for that as part of their mandate. That would be a conversation with employers/unions.

As noted here, negotiations for increases in pay are not within the College's scope of influence. These discussions must be held with employers and unions.

Registration

Anonymous • 21 May 2025 13:52

Why don't we have a temporary pause for licensing (without consequences) for those who are in school?

The College operates under the *Health Professions Act* (HPA), which requires all regulated health professionals to hold an active practice permit in order to practise paramedicine in Alberta. However, it's important to note that individuals enrolled in a paramedicine education program are not required to be registered with the College unless they are actively working.

For students who choose to maintain registration while in school, the College does offer flexibility. Specifically, completion of an approved education program (e.g., a Primary Care Paramedic program) is recognized as meeting all Continuing Competence (CC) requirements for that registration year, hopefully lowering a potential barrier when it comes to dedicating time to continuing education.

Our goal is to support members with clear pathways that allow for flexibility while still meeting our public protection mandate. If you have any questions or need assistance with your registration status, please don't hesitate to contact our team at info@ABparamedics.com or call 780-449-3114.

Continuing Competence

Anonymous • 21 May 2025 13:47

Is there any chance a bridging education program (for example, PCP to ACP) could be considered in the form of continuous education (credits) in the future?

Currently, students completing their next level of education can claim it in their Learning Plan for 60 Continuing Education credits, so long as it is completed through a university or college, is 20+ hours in length and is relevant or beneficial to their practice.

Practice

Anonymous • 21 May 2025 13:36

Obviously a work in progress and a bit early for this question, but if there is a CCP designation for paramedics, what do you believe the increase in scope may look like and what measures do you think will be needed or structured to maintain continued competency at that designation?

The focus of future CCP training courses will be to build on existing knowledge and enhance training around specific hands-on skills for High Acuity, Low Occurrence (HALO) type activities. Required competencies related to BIVAD, arterial blood draw, thoracostomy and non-radiological imaging, among others, will guide any increases in skill and scope. Any potential considerations for continuing competency requirements will be carefully developed under guidance from the Continuing Competence Committee.

Anonymous • 21 May 2025 13:49

If we keep expanding the scope of EMRs and PCPs, what is being added to ACP scope?

The intentions behind restructuring our education model are not to expand the scope of EMRs and PCPs; currently, there is very little change to the actual skills that each designation can perform. What *is* being expanded are new graduates' critical thinking skills and their depth and breadth of knowledge. The new curriculum includes an expanded timeline to better provide mental health resiliency training, more awareness of the social and cultural components of healthcare, better communication skills and increased understanding of pathologies and pharmaceutical interventions.

Anonymous • 21 May 2025 13:42

EMR's from other provinces have had their scopes/practice expand and yet Alberta seems to be ignoring EMR's. Why won't the ACoP look at expanding in the future for EMR's, especially the ones who work in Industry as it seems that they need to expand to give better care out in the field

Comment:

Anonymous • Allowed on 21 May 2025, 13:57

Can you elaborate on where (what other provinces) and what skills EMR scope has expanded to? What extra skills/knowledge is lacking?

Some provinces (MB and BC) have introduced a select few medications into the scope of EMRs. However, there are no provisions within Alberta's regulations that allow for EMRs to administer medications. If we were ever to request this regulatory amendment, we would have to demonstrate to the Minister of Health that AB EMRs are sufficiently educated to be able to safely administer medications. Currently, the 240-hour AB EMR programs do not teach enough content on pharmacology to allow for this.

If a particular industrial setting has a need for increased restricted activities (medication administration, ECG interpretation, suturing etc.), then it is the industrial employer's responsibility to hire appropriate health care professionals authorized to perform these restricted activities. The College cannot simply grant restricted activities to a health care professional without the necessary entry to practice education.

Anonymous • 21 May 2025 13:41

Is there a possibility the PCP scope of practice is enhanced because the PCP curriculum is changed (1 year to 2 years)?

There is a possibility that the College will review the list of restricted activities performed by PCPs once the move to a 2-year diploma program is completed and new competencies are evaluated. It would be reasonable to review the restricted activities for all designations, including identifying restricted activities for CCPs, once we have the educational components in place.

Anonymous • 21 May 2025 13:56

What is the current average length of time Paramedics are staying working in the field? I heard it has been quite low recently with a very high burnout ratio. Is this true? Are we burning out new medics faster than before?

The College has limited data to examine on these claims. We cannot determine the length of time a paramedic stays working in the field, only how long they keep their registration active with the College. Furthermore, we cannot speak to *why* members do not renew their registration, we can only present the hard data of how many do or do not. These numbers can always be found in our Annual Report.

For now, when we look at the data over the past two years, we are seeing that the largest number of members who do not renew their practice permits are in the 20–29-year-old age demographic. This is certainly concerning. Ideally, in most professions, the demographic least likely to renew would be the 50–59-year-old range, as this suggests that they are headed toward retirement. If the current trend continues, greater workforce issues will continue to emerge down the road. This is why the College believes it is critical to provide practitioners entering the profession with all the tools and training they need to be successful, including increased mental health and resiliency, which our current educational structure does not adequately encompass.

Anonymous • 21 May 2025 16:32

I'm looking for some clarification on EMR's working on ambulances in Alberta. Why are EMR's required to complete their course, pass COPR and then register with the ACOP + obtain PLI, if they are then restricted to only driving, especially if calls are coming in as NAT/NET IFTs. I understand that care is to be deferred to the highest level practitioner but ACP's delegate to PCP's if a call is BLS.

The *Health Professions Act* includes EMRs as “Health Care Professionals”; therefore, they must be registered with a regulatory College. This means that EMRs must complete approved programs, pass an entry to practice exam and a jurisprudence exam, provide the regulator with updated contact information and valid personal liability insurance and complete a yearly professional development program. This is required because EMRs are authorized under legislation to perform certain restricted activities.

The fact that some employers only allow EMRs to drive is beyond the control of the College. While this might be true for a few employers, the fact is that the majority of employers who hire EMRs expect them to practice to their full scope.

Education

Anonymous • 21 May 2025 10:33

I want to know more about the bachelor degree? Do I have to take it to keep working?

Comment:

Anonymous • Allowed on 21 May 2025, 13:53

Can it be done while still working???

The bachelor's degree is not a mandatory program; it is being introduced as an opportunity for advancement. Current practitioners will not need to update their education under the new curriculum to continue working. Talks are still underway with paramedicine education providers for the implementation of the bachelor of paramedicine program. The availability of evening and/or online classes to ease the cost of obtaining a degree while working will ultimately be up to each education provider.

Anonymous • 21 May 2025 13:38

By upgrading to a degree, how will that affect my pay? It is a lot of money and time to go back to school, and if I am not paid anymore, what is the investment for?

Comment:

Anonymous • Allowed on 21 May 2025, 13:47

This is going to be a career investment to offer you more career pathways and diversity - college is not at all involved in wages, they can't really speak to how service providers may value degree in relation to pay. In some jurisdictions (there are examples in the US when services wanted to promote degree education) degree prepared got pay grid bumps, in others not.

As noted here, changes to wages are not within the College's scope of influence. Any contract talks and collective bargaining for increased wages would be carried out by the unions representing the paramedic profession. Other incentives for obtaining a bachelor's degree include enhancing one's education and depth of knowledge, opening pathways for upwards mobility into leadership and supervisory roles, increasing interprofessional/interdisciplinary mobility and obtaining pre-requisites for master's degree programs.

Anonymous • 21 May 2025 13:28

Do you have to be actively working on car to take the bachelor degree?

Comment:

Anonymous • Allowed on 21 May 2025, 13:33

Is there an upgrade for the current ACP's

No, working on car is not a requirement for the degree. As for upgrading, the College has articulated a pathway for existing ACPs to step into the degree, but this is also subject to the admission requirements of each education provider.

Anonymous • 21 May 2025 13:30

When will the new curriculum design come into effect?

The new curriculum design will be implemented in 2027.

Anonymous • 21 May 2025 13:44

In the 90's, if you were an RN, you could do your ACLS and complete the last quarter practicums and become an ACP. With the shortage of EMS and RN's, could this be something that could be looked at again between the College and CRNA, where RNs could transfer to become an ACP and not take 3-4 years of school, and same for paramedics to RN?

Comments (3):

Anonymous • Allowed on 21 May 2025, 13:59

I have been a RN and ACP for about 35 years. I was involved in developing the process you reference and can unequivocally state that while I agree with the principle, the method that was used did not do nurses and paramedics any service. It denigrated paramedicine in my opinion reducing it to an ACLS course and a practicum etc.

Anonymous • Allowed on 21 May 2025, 13:56

At my age with a mortgage, where I have taught doctors, nurses, ACP's etc. I cannot complete with 17y/o high school students for a 4-year RN course. Having decades of skills and patient care, and not the ability to work the way we used to, bridge to RN would be amazing.

Anonymous • Allowed on 21 May 2025, 13:49

Agree - consideration for INTERPROFESSIONAL mobility, not just INTERPROVINCIAL mobility should be assessed.

Interprofessional mobility was a consideration in designing the new curriculum framework. The decision of whether an ACP can be transferred/admitted to an RN program, or vice versa, is ultimately made at an institutional level. The College did specifically choose courses that are commonly considered transferrable; still, the decision of what prior learning can be credited towards a given program will be up to each education provider.

Anonymous • 21 May 2025 13:32

Suggest college think about pathways for PCP degree completion that do not require ACP clinical upgrade - I think assumptions are being made on how much of ACP program is non clinical, and that's where gaps are in both competency frameworks - ON allows for PCP diplomas to advance to degree so this already exists, so I would suggest revisiting opportunity for degree without req through ACP program.

A baccalaureate degree in paramedicine is intended to be granted to those who can demonstrate the knowledge and confidence in all areas of that field of study. Competencies developed through Advanced Care Paramedic training are fundamental to our field of practice at large. Other pathways exist and could be considered, but the College has chosen to pursue a professional degree program structured around skills attained as part of the PCP and ACP designations over the course of both respective programs.

It is worth noting that the new curriculum extends the timeline of the PCP program to two years and shortens the ACP program to three terms, or one year. This change means the educational pathway from the PCP diploma to the final degree can be completed in as little as two years, which may not be as lengthy of a timeline as those accustomed to the current length of the ACP program might be expecting.

Anonymous • 21 May 2025 13:36

Was the new PAC national career framework taken into account in the development of the degree pathways (which currently is really laddering via clinical) - this document provides some good conceptualizing of different career roles and how you can progress in the different domains without laddering up clinical.

Many of its tenets of the PAC national career framework are certainly supported in Alberta's new degree framework. Among other goals, the bachelor's degree is intended to facilitate interprofessional mobility. Of the five pathways described in the PAC document, the new curriculum framework provides significant structure related to clinical practice and research. The framework also provides solid basis for organizational leadership, education and policy & strategy, which could be expanded upon through some elective courses.

Anonymous • 21 May 2025 13:38

Will the new EMR program be beefed up a bit to consider those going to work industrial who require more skills due to working alone?

There are no new hard skills being added to either the new or legacy EMR education framework. That being said, the first year of the new curriculum offers significantly more time to cement existing skills through practicum, diagnostic reasoning, critical thinking and mental health training. Choosing the new curriculum over the legacy program will create a more well-rounded EMR, which could be valuable for those working alone in industrial settings.

Anonymous • 21 May 2025 13:43

Is the college identifying any goalposts or expectations for educational institutions related to educators and their credentials to teach at degree level?

Yes. There are different recommended qualifications for each course which form criteria for program approval.

Anonymous • 21 May 2025 13:45

With the new curriculum, the value of experience seems to be decreased. Is there a plan to increase the practicum length/increased value for experience vs education?

In the new curriculum, a practicum has been added to the first year of the curriculum (the EMR portion), which was not/is not currently required in the legacy EMR program. There is also a practicum in both the PCP and ACP years of study, and while it is true that the length of ambulance practicum decreases slightly for ACPs, it is increasing significantly for PCPs.

Anonymous • 21 May 2025 13:46

Will it be mandatory for current ACPs to take the year course to get the bachelor degree?

There is a bridging program in place to allow current ACPs to bridge into the bachelor's degree program. There will still be some required upgrading of education to complete the overall degree, but they will not be expected to start from scratch.

Anonymous • 21 May 2025 13:29

How will the changes to the new framework and COPR and PAC affect the ACPs who are graduating in late 2026?

The new curriculum framework starts in 2027, so there will be no impact on practitioners graduating before then.

Anonymous • 21 May 2025 13:58

Is there going to be an assessment process for ACPs with masters degrees to obtain the paramedic baccalaureate

This will be up to the education provider. The bachelor's degree program was designed to be open to the transfer of applicable credits, but the decision of what prior learning can be credited towards a given program will be up to each individual institution.