



Invitation to Help us Shape the Future Priorities of the College

The Saskatchewan College of Paramedics received the responsibility for the regulation of the practice of Saskatchewan paramedics in September, 2008. In our first year of operation, we have accomplished a great deal, including establishing an office, implementing registration processes and continuing education requirements, registering members, holding an AGM and responding to government initiatives regarding labour mobility, an EMS Review and changes to scopes of practice.

After this very busy first year, the Council of the College has turned its attention to planning for the coming 3 to 4 years. Our strategic planning project began this summer with an independent review of the operations of the College, its relationship with stakeholders, its communication and engagement practices as well as emerging trends in the practice of paramedicine. To help the College understand the planning context, interviews were conducted with representatives of the College's key stakeholders, including, SEMSA, SIAST, Fire Chiefs, paramedic practice experts, Saskatchewan Health, and key health regions. A copy of the full review report can be found on the SCoP website at www.collegeofparamedics.sk.ca

This strategic planning process is viewed by Council as an opportunity to engage members and stakeholders in planning for the future of the College. This document is the first step in a plan to hear from members and stakeholders in a more systematic and regular way. It summarizes the results of the review and a draft of strategic goals and objectives for the College prepared by Council. The document was developed for the purpose of consultation with our members and stakeholders.

As you review the document, please consider the questions which follow. Your responses to these ten questions will help us shape the future priorities of the College.

If you have comments that you would like to provide the College after reading this material please send us an email at office@collegeofparamedics.sk.ca or send us a letter. You may want to use the attached questions to develop your response. All of the information that we collect will be used to inform the development of our plan. We will keep you informed of other opportunities to provide us with your feedback.

A handwritten signature in blue ink, appearing to read "Brent Stewart", is written over a light yellow rectangular background.

Brent Stewart
President, Saskatchewan College of Paramedics

Consultation Questions about College Priorities for the Next 3 to 5 Years

Please FAX to (306) 543-6161 or mail your response to 851 Argyle Street North, Regina, SK S4R 8H1
Or email your response – this form can be found on the SCoP website at www.collegeofparamedics.sk.ca

1. How is the College doing? Are you satisfied with our performance during our first year?
2. What do we need to improve?

3. What do you think the College's role is now?

4. What should be the role of the College in five or ten years' time?

5. What do you want us to get done? What should be the priority objectives of the College for the next 3 to 5 years?

6. How should the College communicate and work with its members?

7. How should the College communicate and work with its stakeholders?

8. What are the benefits and value that the College brings to you as a member? As a stakeholder?

9. What is your responsibility to assist the College in fulfilling its mandate?

10. Any additional comments?

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Results of the Independent Review of the Saskatchewan College of Paramedics Summer, 2009

The review was conducted over July and August of 2009. It involved 12 interviews with 13 individuals who represented some of the many stakeholders with whom the College works on a daily basis. Some of the interviewees are also paramedics and therefore members of the College.

Results from this review were presented to the Council at its Strategic Planning Session held on August 31 and September 1, 2009. The full report can be found at www.collegeofparamedics.sk.ca The highlights are as follows:

Emerging Trends in the Practice of Paramedicine – Paramedicine is moving to evidence-based practice, relying on an emerging research base and the development of national service requirements and quality indicators. Community-based paramedicine and collaborative service delivery was often identified as a new practice reality, requiring new skills and new education for paramedics. The practical realities of rural-based paramedicine was also discussed. Future demand for paramedics and its relationship with the training and education system in the province also emerged as an important trend. The ability for members to bridge from one occupation to another was an important element of the discussion.

Assessment of the College and Its Role - The College has support, with many recognizing that it is in its early stages of development and will continue to improve. There was recognition that the College has worked hard to introduce a real regulatory framework that is a significant cultural change for the industry and the membership.

Confusion exists about the role of the College as it relates to SIAST, the health authorities, private operators, and Saskatchewan Health. Debate occurred about how broad the role of the College should be, with a number of views tipping toward a narrower role, particularly in the first few years of its development, with a broader role in future years.

Communication and consultation with stakeholders was identified as a real issue for the College to address. Registration, licensing and continuing education requirements were identified as examples where College communication needs improvement. The process for decision-making was identified as a concern particularly in relation to the implications of decisions for stakeholders. Whether the College understood and considered all the implications of their decisions was questioned, particularly cost issues, budget timing issues and implementation planning. The rate of change introduced by the College was a real worry. The processes used for professional and disciplinary hearings was of concern.

The highlights from this summer's review point to factors for the College, its membership and its stakeholders to think about as plans for the future are developed. Using this feedback, the College developed the following draft goals and objectives at its Fall planning session.

We are very interested to hear from you about whether you think these draft goals and objectives address the key priorities for the College for the next 3 to 5 years.



DRAFT Strategic Goals and Objectives for Consultation Purposes

| VISION | MISSION |
|---|--|
| Collectively building a profession that is appropriately utilized by those we serve, using the trust, respect, and knowledge that we possess. | To serve and protect the public through registering, licensing, educating, and disciplining members of the college, providing a continuum of regulatory oversight, and exercising our powers and discharging our responsibilities in the public interest. |
| STRATEGIC GOALS | STRATEGIC OBJECTIVES |
| <p>1. Stakeholders</p> <p>SCoP has a constructive working relationship with key stakeholders.</p> | <ul style="list-style-type: none"> ➤ Improve communication including a clear, regular communication strategy for members & stakeholders ➤ Increase credibility through accountability ➤ Engage stakeholders on key decisions ➤ Clarify roles with partners (eg. Health, SIAST) ➤ Provide timely, responsive service |
| <p>2. Regulatory Functions</p> <p>SCoP members are competent, ethical practitioners and SCoP processes are efficient, user-friendly and transparent.</p> | <ul style="list-style-type: none"> ➤ Ensure fully functional, efficient, goal oriented committees with completed terms of reference ➤ Develop continuing competency requirements ➤ Provide clear, concise, transparent information on registration renewal and continuing competency requirements ➤ Establish an entrance to practice exam - Define public interest ➤ Increase confidence in disciplinary processes ➤ Hold Committees accountable to the Council ➤ Manage changes to scopes of practice |
| <p>3. Internal Resources</p> <p>SCoP is appropriately resourced to accomplish its goals and is a stable, efficient environment.</p> | <p><i>Financial</i></p> <ul style="list-style-type: none"> ➤ Set financial targets & dates to meet priorities & goals ➤ Achieve financial stability ➤ Plan for long term goals ➤ Establish a "catastrophic" legal fund <p><i>People</i></p> <ul style="list-style-type: none"> ➤ Create specialization in the college (communications, investigations, education, financial) ➤ Focus Executive Director to attend to key stakeholders & strategic issues <p><i>Committees</i></p> <ul style="list-style-type: none"> ➤ Leaders within the staff of college to manage, assist & strengthen committees ➤ Recruit people from the membership to achieve diversity (e.g. all levels, rural/urban, health/fire/industry) ➤ Provide appropriate training for SCoP Council & Committee members <p><i>Technology</i></p> <ul style="list-style-type: none"> ➤ Adopt appropriate technological resources to accommodate SCoP needs eg. data base ➤ Develop an online registration capability ➤ Create efficiency through technology ➤ Use technology to communicate (eg. video conferencing) ➤ Establish an automated CME tracking capacity |