



Community Paramedic Competency Profile.	PCP/ICP	ACP/CCP
A. Professionalism		
Employing a Leadership Role		
Demonstrate respect for colleagues.	Y	Y
Demonstrate ability to motivate other team members.	Y	Y
Demonstrate ability to maintain program focus and direction.	Y	Y
Demonstrate ability to supervise other staff as appropriate.	Y	Y
Ability to encourage learning as a team in order to achieve efficiency.	Y	Y
Employing Mentoring Skills		
Demonstrate the ability to educate and mentor others. Examples can include students, Community Paramedic team members, Allied Health Professionals, patients and/or their families.	Y	Y
Practice respect when mentoring others.	Y	Y
Recognize other professionals in need and respond appropriately.	Y	Y
Utilizing Instructional Skills		
Demonstrate the ability to train others.	Y	Y
Facilitate the education of patients, families, public, colleagues and students and other health care professionals.	Y	Y
Demonstrating the ability to apply the principles of critical and clinical decision making		
Demonstrate the ability to process and employ critical clinical judgment to ensure the highest quality and safest patient care.	Y	Y
Share decision making amongst the patient, family, and other health care professionals.	Y	Y
Maintain Professional Standards		
Demonstrate knowledge of the Community Paramedic Competency Profiles.	Y	Y
Demonstrate knowledge of the Saskatchewan Paramedic Competency Profiles.	Y	Y
Demonstrate adherence with policies, procedures and protocols.	Y	Y



Demonstrate ability to incorporate human values into patient care.	Y	Y
Demonstrate knowledge of the role of the Community Paramedic as a team member.	Y	Y
Integrate the <i>Health Information Protection Act</i> into Community Paramedic Practice		
Explain the <i>Health Information Protection Act</i> (HIPA).	Y	Y
Apply the principles of HIPA into Community Paramedic practice.	Y	Y
Identify Stakeholders and Practice Environments		
Identify stakeholders within Saskatchewan Health Authority.	Y	Y
Demonstrate knowledge of stakeholders involved in all aspects of patient care.	Y	Y
Demonstrate an understanding of various stakeholders' roles/duties/responsibilities.	Y	Y
Integrate Knowledge of Mental Health and Wellness		
Identify the effect shift work has on both physical and mental health.	Y	Y
Choose strategies to promote positive physical and mental health.	Y	Y
Understand the importance of timeliness in communicating issues early.	Y	Y
Manage stress by: Identifying and practicing stress relieving techniques Describing and understanding factors that contribute to stress Recognizing behaviors suggesting negative response to stress Choosing appropriate techniques for managing personal stress	Y	Y
Differentiate between normal and detrimental reactions to anxiety and stress.	Y	Y
Describe stress-management techniques.	Y	Y
B Communication		
Evaluate Relevant Information and Perspectives of Patients, Families, Caregivers and Other Health Care Professionals		
Gather information about disease, but also a patient's beliefs, concerns, expectations and illness experience	Y	Y
Seek out and incorporate relevant information from other sources, such as patient's family, caregivers and other professionals	Y	Y
Convey Relevant Information and Explanations to Patients, Families and Other Health Care Professionals		



Deliver information to a patient and family, colleagues, and other health care professionals in a professional manner and in such a way that it is understandable and that it encourages discussion and participation in the decision-making.	Y	Y
Establish Effective Communication Techniques		
Identify the elements of the communication process.	Y	Y
Identify the influence of common factors on the communication process: culture, emotion, environment, special needs	Y	Y
Identify the importance of feedback to communication	Y	Y
Participate Effectively and Appropriately in an Inter-Professional Healthcare Team		
Use appropriate communication channels	Y	Y
Demonstrate open and professional communication amongst health care team members	Y	Y
Demonstrate effective consultation with respect to collaborative dynamics	Y	Y
Collaborate to develop common goals and expectations with all team members	Y	Y
Demonstrate the Knowledge and Ability to Report Conflicts to Supervisor Appropriately		
Display professionalism when dealing with conflict.	Y	Y
Demonstrate the knowledge and ability to recognize the common sources of conflict. Examples include: Beliefs Values Biases Expectations Professional roles and beliefs	Y	Y
Provide objective information and concrete solutions in situations where conflict exists.	Y	Y
Attempt to resolve conflict with person prior to reporting to supervisor.	Y	Y
Demonstrate the Ability to Manage Conflict by Using Effective Communication.		
Demonstrate techniques that will: Include all involved in conflict Separate fact from fiction Establish measures of success Allow constructive negotiation	Y	Y

C. Documentation		
Explain Appropriate and Professional Documentation within Health Care		
Understand the legal aspects of written information.	Y	Y
Apply proper grammar, spelling and punctuation when providing communication and documentation.	Y	Y
Demonstrate knowledge of required documentation within primary health care.	Y	Y
Demonstrate knowledge of where to find appropriate documents for each situation.	Y	Y
Demonstrate knowledge of how to appropriately handle confidential information.	Y	Y
Demonstrate the ability to follow documentation procedures to ensure accurate, complete and quality documentation for the purpose of: <ul style="list-style-type: none"> Audit Education Quality assurance monitoring Research Statistics Risk management 	Y	Y
Demonstrate the ability to write proper patient documentation.	Y	Y
Demonstrate the ability to avoid cultural biases within documentation.	Y	Y
Demonstrate the ability to avoid abbreviations when completing documentation.	Y	Y
Demonstrate ability to use appropriate language while considering audience.	Y	Y
Demonstrate efficient reporting.	Y	Y
Demonstrate electronic health information.		
Demonstrate ability to work with paper charts, as well as electronic documentation.	Y	Y
Demonstrate knowledge of how to comprehensively process documents (referral forms).	Y	Y
Demonstrate knowledge of appropriate information sharing.	Y	Y
Demonstrate proficiency in completing forms required by the health care team.	Y	Y
Demonstrate proficiency in accessing electronic health information relevant to the patient.	Y	Y
Demonstrate Knowledge and Ability to Utilize Technology		



Utilize computer software that is required when providing patient care in a timely and appropriate manner.	Y	Y
Display proficiency in electronic office products.	Y	Y
Demonstrate and Display Proficiency in Various Electronic Office Devices and Products.		
Know what to use, when and where to find appropriate information and processes.	Y	Y
Understand and participate in data collection.	Y	Y
Demonstrate knowledge and/or the ability to operate a variety of communication systems.	Y	Y
Demonstrate Appropriate Email Communication.		
Demonstrate awareness of information transfer confidentiality policies.	Y	Y
Demonstrate an understanding of proper email etiquette.	Y	Y
Demonstrate an ability to write effective emails.	Y	Y
D. Assessment		
Demonstrate Appropriate Clinical Assessment; both Diagnostic and Therapeutic.		
Demonstrate effective, appropriate and timely performance of diagnostic and therapeutic procedures relevant to patient care: Advanced assessment skills Diagnostic testing (ECG, laboratory testing - blood draw, urine collection) Wound care assessment Welfare check	Y	Y
Demonstrate the Use of Diagnostic Instruments		
Perform spirometry.	Y	Y
Perform ear exam, including the use of the otoscope.	Y	Y
Utilize i-STAT	Y	Y
Perform and Interpret Diagnostic Testing		
Select medically appropriate investigation methods.	Y	Y
Interpret the results of common tests related to screening, diagnosis and management.	Y	Y
Obtain Venous Blood Samples.		
Describe and perform the venipuncture process.	Y	Y
Demonstrate proper equipment selection and use.	Y	Y



Obtain a venous blood sample.	Y	Y
Identify normal to critical values.	Y	Y
Demonstrate proficiency in accessing records for results of lab testing.	Y	Y
Demonstrate the ability to review current and previous trend results.	Y	Y
Employ appropriate communication methods to notify the appropriate health care team members of results.	Y	Y
Evaluate venous blood draw results.	N	Y
Implementation of Care		
Manage multiple Community Paramedic interventions simultaneously in rapidly changing situations.	Y	Y
Direct plans of care in collaboration with other health care professionals.	Y	Y
E. Pharmacology		
Understand Special Population Pharmacology		
Demonstrate advanced knowledge of special population considerations.	Y	Y
Evaluate and understand the medication profile of patient.	Y	Y
Apply advanced pharmacology education.	N	Y
Demonstrate a Working Knowledge of Drug Reference Materials:		
Interpret information as it relates to patient's reference pharmacology database. Examples include: Saskatchewan Parental Manual Saskatchewan Pediatric Parental Drug Manual Saskatchewan Formulary Lexi-Comp Compendium of Pharmaceuticals e-CPS Saskatchewan Health Authority Pharmacy Services	Y	Y
Acquisition of New Medications as Directed by the Physician or Nurse Practitioner. *Any controlled substances outside the Health Canada section 56 exemptions are not permitted to be acquired, transported or administered by a paramedic.		
Document medication orders according to policy and procedures.	Y	Y
Deliver medication orders via phone/fax/email to receiving pharmacy.	Y	Y



Record and implement a plan for monitoring patient throughout medication delivery.	Y	Y
Ensure that site staff records the change in pharmacological regime within the patient care record.	Y	Y
Communicate expected outcomes or possible side effects to the health care team.	Y	Y
Educate patient and other caregivers regarding any new medication administration.	Y	Y
Demonstrate complete and accurate documentation for medication orders.	Y	Y
Medication Appropriateness		
Assess appropriateness of medication for the condition.	Y	Y
Provide medication information and education to patient.	Y	Y
Communicate medication errors quickly and appropriately.	Y	Y
Demonstrate knowledge and ability to conduct drug counts and inventory.	Y	Y
Bridging Physician Prescribed Medication		
Provide medications to the patient with a physician order to self-administer.	Y	Y
Assist patient in obtaining medications until pharmacy is able to complete prescription.	Y	Y
Effectively communicate with pharmacist regarding difference in physician's prescription due to bridging medication.	Y	Y
Perform medication reconciliation.	Y	Y
F. Patient Care & Treatment		
Implement Effective Management Plans		
Implement a health care team-approved management plan in collaboration with the patient and their family.	Y	Y
Work with others to assess, plan, provide and integrate care for individual patients.	Y	Y
Demonstrate effective, appropriate, and timely application of preventative and therapeutic interventions.	Y	Y
Seek Appropriate Consultation from the Supervising Physician and Other Health Professionals		
Demonstrate insight into own limitations or expertise.	Y	Y
Demonstrate effective, appropriate, and timely consultation as needed for optimal patient care.	Y	Y
Examine Goals of Care		
Demonstrate understanding of and apply goals of care to patient care plans.	Y	Y
Demonstrate proficiency in discussing goals of care with the patient, family and multidisciplinary team.	Y	Y
Function Effectively to Provide Optimal, Ethical and Patient-Centered Care.		
Demonstrate compassionate and patient-centered care.	Y	Y

Identify the various factors involved in determining the complexity of patient care needs. This can include: Biological Psychosocial Cultural Emotional Health learning needs	Y	Y
Demonstrate Appropriate Procedural Skills		
Perform hypodermoclysis	Y	Y
Perform ear irrigation	Y	Y
Perform a foreign body removal from the ear canal.	Y	Y
Perform and Manage Wound Care		
Demonstrate wound assessment.	Y	Y
Demonstrate knowledge of neuropathic limbs.	Y	Y
Demonstrate knowledge of products and guidelines on cleaning a wound.	Y	Y
Demonstrate wound care using aseptic techniques.	Y	Y
Maintain wound care therapies, including: Bandages Dressings Wound vacs Wound packing	Y Y Y Y	Y Y Y Y
Demonstrate knowledge of long term care for wounds.	Y	Y
Demonstrate knowledge of requirements for dressing changes and change of product as wound heals.	Y	Y
Demonstrate knowledge of risks and issues associated with chronic wounds.	Y	Y
Perform Skin Closure		
Perform treatment with the use of skin glue.	Y	Y
Perform simple suturing including the use of local anesthetic (sites higher risk or complications or requiring more specialty care are not included. These sites would include face, genitalia, directly over a joint).	N	Y
Perform suture and staple removal.	Y	Y



Perform Gastrointestinal Procedures		
Perform oro/nasogastric tube insertion.	N	Y
Perform Central Venous Line Procedures (includes PICC, tunneled central venous catheters, implanted central venous catheters)		
Access central venous lines for the purpose of administering medications or fluids.	Y	Y
Access central venous lines for the purpose of obtaining blood draws.	N	Y
Perform central venous line management (can include flushing, dressing changes, adaptor changes).	Y	Y
Perform re-heparinization of central venous lines.	Y	Y
Access PICC lines for the purpose of obtaining blood draws.	Y	Y
G. Follow-up Care.		
Assess Unique Patient Situation and Recommend Appropriate Follow up Procedure		
Recognize the importance of arranging follow-up for assessments and procedures performed.	Y	Y
Recognize the importance of arranging appropriate follow-up for a patient in a collaborative model of care.	Y	Y
Anticipate many possibilities and make proactive decision, including referrals to the appropriate health care provider.	Y	Y
Demonstrate the ability to recognize patient changes.	Y	Y
Demonstrate the ability to understand outcome risks.	Y	Y
Demonstrate the ability to determine resource availability.	Y	Y
Manage Interventions		
Review interventions keeping alert for complications and adverse outcomes.	Y	Y
Ensure appropriate communication to referral navigator.	Y	Y
Document in referral database.	Y	Y
H. Immunizations		
Discuss with Public Health ways in which the Community Paramedic can aid in the administration of immunizations.	Y	Y
I. Geriatric Care		
Demonstrate the assessment of a geriatric patient.	Y	Y
Demonstrate the use of assessment tools for geriatric patients.	Y	Y
Demonstrate care for a geriatric patient.	Y	Y
Demonstrate care for a dementia patient.	Y	Y



J. Palliative Care		
Explain the process of death.	Y	Y
Discuss the impact of dying on the patient's family members.	Y	Y
Evaluate the care of a palliative patient.	Y	Y
Describe strategies to assist health care workers caring for the terminally ill.	Y	Y
Recognize the stages of grief that a patient or significant other may experience during death or dying.	Y	Y
Recognize the stages of grief that a Community Paramedic may experience with a patient's death or dying.	Y	Y
Describe appropriate ways to help the patient, family, or significant other deal with a situation in which death is imminent or has occurred.	Y	Y
Demonstrate care of a palliative patient.	Y	Y
K. Mental Health & Addiction Care		
Examine chemically dependent patients.	Y	Y
Explain detoxification management to the patient and their families.	Y	Y
Demonstrate the process of motivational interviewing.	Y	Y
Examine the effects of stigma on patients with mental health concerns and substance use disorders.	Y	Y
Evaluate care for a mental health patient.	Y	Y
L. Chronic Care		
Describe the concepts of culture and ethnicity.	Y	Y
Evaluate chronic disease management of diabetes.	Y	Y
Evaluate chronic disease management of respiratory disorders.	Y	Y
Evaluate chronic disease management of cardiac disorders.	Y	Y
Evaluate chronic pain management.	Y	Y
Evaluate cancer management.	Y	Y
Evaluate management of special needs patients.	Y	Y
M. Community Services		
Examine the Role of a Health Advocate		
Demonstrate knowledge of cultural diversity.	Y	Y
Appropriately manage conflicts of interest.	Y	Y



Attempt to gain an understanding of the patient's journey.	Y	Y
Advocate for individual patients, populations and communities.	Y	Y
Identify opportunities for health promotion and disease prevention.	Y	Y
Possess understanding of the determinants of health, including: Psychosocial Biological Social Cultural Economic	Y	Y
Identify the health needs of an individual patient.	Y	Y
Demonstrate knowledge of advanced care-planning.	Y	Y
Demonstrate Knowledge of Medical-Legal Issues		
Discuss the concept of "standard of care".	Y	Y
Describe responsibilities to maintain patient confidentiality.	Y	Y
Describe actions to be taken in a refusal-of-care situation within the Community Paramedic role.	Y	Y
Understand legal ramifications associated with refusal of care situation and appropriate documentation.	Y	Y
Understand the standard of documentation and appropriate handling practices for narcotics.	Y	Y
Develop Community Health Promotion Activities		
Demonstrate ability to provide program awareness and education to the patient and the public.	Y	Y
Demonstrate ability to network and build partnerships with other areas of health.	Y	Y
Demonstrate the ability to design, coordinate and implement patient health-related programs as they pertain to the Community Paramedic.	Y	Y
Promote an understanding of the Community Paramedic role and the health care team relationship as part of a collaborative practice model.	Y	Y
Identify Determinants of Health		
Identify the determinants of health of the populations that they serve, including barriers to accessing care and resources.	Y	Y
Identify vulnerable or marginalized populations within those served and respond appropriately.	Y	Y



Demonstrate a Community Assessment		
Identify community services available in a community.	Y	Y
Identify a community's demographics.	Y	Y
Identify gaps in current health services in a community.	Y	Y
Identify health status in a community.	Y	Y
Demonstrate an ability to perform a community assessment.	Y	Y

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