



COUNCIL MEETING MINUTES

Friday February 26, 2021

Present: Kyle Sereda (President), Matt McGurk (Vice President), Tim Hillier, Jason Farago (Fire), Chris Fay, Mike Meyer, Olumide Adetunji (Public Representative), Karen Gibbons (Public Representative), Joel Gritzfeld (Public Representative), Jacquie Messer-Lepage (Executive Director), Collette Parks (Communications Coordinator), Rashed Al-Mamun (Policy and Research Analyst), Tosin Adewusi (intern from Johnson Shoyama Graduate School of Public Policy), Louise Durnford (Director of Operations), Jodi Egeborn (Manager of Professional Conduct), Jen Williams (Director of Professional Practice and Research), Dr. Adeyemi (Yemi) Ogunade, Dr Florence Luhanga

Regrets: Bill Fischer (Past President)

1. Call to Order:

- President called the meeting to order at 0906
- Introduction of new College staff Jodi Egeborn, Manager of Professional Conduct

2. Approval of Agenda:

- Add:
 - 6.1.5 Professional Practice Committee
 - 6.1.6 Professional Conduct Committee

MOTION: To approve agenda with additions. **Chris/Tim. Carried.**

3. Approval of Minutes November 25, 2020

- Change reference from Matt to Kyle in November minutes.

MOTION: To approve Minutes from November 25, 2020. **Chris/Karen. Carried.**

3.1 Business arising from the Minutes

| ACTION ITEM | ACCOUNTABILITY | Status | TIMELINE |
|--|----------------|-----------------|----------------|
| 1. Create a retention and destruction policy and include discipline and consensual resolutions. Council likes the CPSS reasons for keeping info and would like this reflected in the policy. | JML | Underway | Ongoing |

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|--|------------|-----------------|----------------|
| 2. Medicine Wheel Training/Indigenous Awareness | JML | Underway | Ongoing |
| 3. Council to review the Terms of Reference of Committees. | Kyle et al | Underway | Ongoing |

2. Suggest this item be moved to business as usual after the June meeting.

4. Guest Presenter: Dr. Adeyemi (Yemi) Ogunade

- U of R/SCoP Research Findings: Public Engagement Project
 - Public perception of paramedic care in Saskatchewan
 - Research problem: understanding public perception to evolve regulatory responses. There is limited research examining in public perception and growing interest in the evolving role of paramedics in healthcare delivery
 - Chose a qualitative research design; purposive and snowball sampling methods
 - 3 in-person focus groups, Regina and Prince Albert
 - 8 key themes: cost (too high), professionalism (mostly positive), welfare of paramedics (ex. want to ensure paramedics are paid well), response times depending on context (rural more of an issue), importance of first responders (rural, very important), institutional bottlenecks to service delivery (long wait times in Emergency Departments once they arrive), need for better cross-cultural communication (new immigrants, Indigenous people) **(Olu arrived 9:34)**, improved public communication about paramedic services (costs, programs and services to alleviate costs, measures the government is taking to help address paramedic issues in terms of occupational stress)
 - Question: what is expected and what can be delivered when it comes to cross-cultural understanding?
 - Most schools have training, not a whole course, but interwoven
 - Want to work with SaskPoly to fill in these gaps
 - VR potentially can develop modules specific to this, which we can share with other regulators
 - Manuscript titled “Public perception of cost of paramedic services in Saskatchewan” is being revised and submitted for publication; policy brief, final report, summarization report all due March, 2021
 - Implications for policy and future research:
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- Policies that allow for community paramedics to be deployed in non-urgent primary and preventative care settings
- Better public education about paramedic services
- Research exploring the incidence and causes of occupational stress and burnout among paramedics in Saskatchewan
- Small sample size is ok for qualitative study. For a quantitative study (to drive policy decisions), sample size would need to be bigger
- The purpose was public experience and perceptions, so it was both first and third-party experiences; majority were first party experience
- Why did operational questions exist? Because it is an issue if a patient doesn't call 911 because they're concerned about cost. SCoP has a direct conduit to the Ministry and can influence how services are delivered. Public does not always know the difference between the government and the College, which could influence the (public) perception of SCoP
- Need public awareness so they know how much it will cost; not our job to resolve the particular issues but to raise awareness of it instead
- Is there a difference between someone being verbally "direct" or "short" and being culturally unacceptable?
 - Intention has a lot to do with it, but perception of the patient is their perception. It is not about criticizing the practitioner but raising awareness about how they are being perceived
- Participants gave suggestions on things like advertising (referencing SGI)

5. Progress on Strategic Priorities:

5.1 Strategic Outcomes Update:

- Planning day: Feb 25, 2021
 - Exercise from planning day will be assembled and brought to Council for next meeting
 - Financial situation is healthy
 - Reserve funds are satisfactory
 - Licence renewal system much smoother; investment was worth it; it is an easier system to complete financial reconciliation, but the payments split between employer and Ministry continue to be challenging in terms of reconciliation
 - Updates to website are ongoing
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- Continue to meet with Ministry of Health biweekly; also met with Career Training and Immigration (former Ministry of Economy)
- COPR – regulatory standards development work is ongoing

5.2 COPR National Exam Results

- Results circulated to Council
- Offered virtually without any significant issues
- Q: will it ever be possible to have online exams on demand? A: To support 'on demand' exams, you require a very robust question bank. Questions can only be used a limited number of times before they are retired. COPR continues to develop exam questions. 4 writing per year; psychometric analysis takes time after each exam

5.3 EMR Exam Update

- Canceled last sitting (in-person) because of pandemic; rescheduled to March 22 at Conexus Arts Centre in Regina. We can accommodate a maximum of 25 students for each sitting (AM/PM).
- COPR has decided to launch a national EMR exam; SCoP is participating in this process. First sitting should happen in May
- After this, only online EMR exams will be provided.

6. Additional Updates – Executive Director

6.1 Committee Reports for Information (provided by Committee Chairs as appropriate)

6.1.1 Executive Committee

- No update to report

6.1.2 Audit Committee

- Minutes from October 22, 2020 meeting circulated to Council

6.1.3 Legislation and Bylaws Committee

- No updates to report

6.1.4 Discipline Committee

- Looking at dates to schedule a new hearing
 - Recent decision has been posted
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- **(Mike Meyer joined the meeting at 11:01)**
- SCoP is researching policy framework elements for face to face, virtual, and/or hybrid hearings
- No details of individual files were discussed

6.1.5 Professional Practice Committee (PPC)

- Meetings Jan 7 and 14, to review ACP monitoring ventilated patients
- Approved by College of Physicians and Surgeons Sask (CPSS); has now gone to Education Committee to create protocols
- Next meeting is in April

6.1.6 Professional Conduct Committee (PCC)

- PCC: 21 complaints in 2020; 7 incompetence, 13 misconduct. Misconduct is primarily related to behaviours
- 15 files are currently open. This is quite high because 7 were opened in November. 7 of the 15 files are done, with a few more almost done.
- Hired 2 investigators in January, and the new manager of PCC can investigate when needed as well
- Next meeting is March
- No details of individual cases were discussed

6.1.7 Education Committee

- Met Feb 3
- Vent monitoring was reviewed: didactic training requirements, High fidelity simulation, & CME requirements
- 2022 Licence Renewal – everything will be required as in previous years

6.1.8 Nominations Committee

- Recommendations for Committees circulated to Council
- Appointment notifications will happen in June after next Council meeting

MOTION to accept recommendations: Chris/Joel. **Carried.**

6.2 Immersive Technology in Paramedic Competency Assessment (ITPCA) Project

- RFP for project manager on Merx;
- RFP for tech vendor will go out next week
- Senior Analyst has been hired, part-time contract

6.3 Public awareness campaign

- Info item
- Saskatchewan Medical Association and other regulators including SCoP
- Campaign to encourage the public to follow pandemic guidelines
- Another campaign coming soon

6.4 Human Resources

- Hired 2 investigators in January, and the new Manager of Professional Conduct

6.5 Public Awareness

- Pulse newsletter
- Linked In posts
- Virtual and Hybrid Hearing Policies are being developed

6.6 Collaboration

- UK College of Paramedics international 7-day virtual education conference
- Working with the Ministry of Career Training and Immigration on an initiative to gap train International medical school graduates to ACP. The project will require close work with educational institution to identify gaps and provide necessary training. There has been good success in Alberta. The project is intended to assist unemployed/underemployed internally educated physicians move into meaningful healthcare roles, while at the same time, providing much needed resources within the system.

6.7 Annual General Meeting

- Virtual AGM May 4, 2021
- Theme – something about strength
- Speaker(s) – related to strength and resilience, or a more light-hearted feel-good session

6.8 Scope of Practice updates

- Transport Ventilators
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7. Meeting and Training Updates

7.1 Research/Funding Meetings

7.1.1 ESDC Foreign Credential Recognition

7.1.2 Ministry of Immigration and Career Training Funding

ACTION ITEM: Send a letter to Ministry of Immigration and Career Training to thank for funding

7.1.3 Presentations/Articles

- Draft 2 submitted to the Australasian Journal of Paramedicine: Public Perception of the Cost of Emergency Medical Services in Saskatchewan

8. Other/New Business

8.1 COPR General Update

- EMR (virtual) exam development – anticipated launch May 2021
- Development of regulatory standards. Adapting current NOCP to a standard that is more appropriate for what regulators require

8.2 Cultural Safety Presentation

- Presentation by Tosin Adewusi, JSGS Graduate Intern
- Need to decide what cultural safety looks like in the College, then can look at what it looks like for members
- Culture goes well beyond race

8.3 Private operator concern

- Issue discussed

ACTION ITEM: Executive Director to draft letter.

Moved in camera at 1:28

9. In Camera Session:

9.1 Council Item(s) with ED

9.2 Council Item(s): ED excused for this portion of meeting

10. Adjournment: Next Council Meeting April 9, 2021 (0900-1300)

| PENDED ACTION ITEM | ACCOUNTABILITY | Status | TIMELINE |
|---|-----------------------|--|-------------------|
| 1. Liability Insurance | JML | Potential bylaw to bring forward but must go through Leg & Bylaws Committee prior to Council | Pended 2021 |
| 3. Evaluate options regarding diverse Council representation (Rural, urban, industry, licence level, gender). | JML | Underway | Pended 2021 |
| 4. Enterprise Risk Management | Olu/JML | Underway | February 25, 2021 |

MOTION: To adjourn at 1336. **Karen.**
