

Community Paramedic Endorsement Competency Profile

Revised January 2025

This document describes the knowledge and skills of the Community Paramedic in Saskatchewan. This is in addition to the foundational knowledge and skills of a paramedic. All Community Paramedics in Saskatchewan hold an endorsement which is granted after additional education is completed. This profile is only to be used by those who hold the community paramedic endorsement.

The examples outlined in this document are not comprehensive and do not represent an exhaustive list. Additional items, circumstances, or situations may exist beyond those referenced or be specific to a region.

It is the paramedics' professional responsibility to ensure they are competent in any assessments or skill they perform.

Professionalism/ Role of the Community Paramedic	PCP/ICP	ACP/CCP
Professional Standards		
Describe the role of a Community Paramedic and their integration within the healthcare team as part of a collaborative practice model.	Y	Y
Explain information to clients and their families, colleagues, and other healthcare professionals in a manner that is clear and precise to encourage discussion and participation in decision-making.	Y	Y
Utilize the appropriate documentation relevant to specific client care needs.	Y	Y
Demonstrate proficiency in accessing electronic health information relevant to the client.	Y	Y
Demonstrate working knowledge of the Community Paramedic Competency Profiles.	Y	Y
Demonstrate adherence with policies, procedures, and protocols.	Y	Y
Principles of Critical and Clinical Decision-Making in Community Paramedicine		
Recognize the importance of developing a proactive approach to client care.	Y	Y
Demonstrate ability to apply critical clinical judgment effectively, to ensure the highest quality and safest care for clients.	Y	Y
Health Information Protection Act (HIPA) in Community Paramedic Practice		
Explain the reporting process for breach of information.	Y	Y
Apply the principles of HIPA within the multidisciplinary team.	Y	Y
Apply the principles of HIPA for Community Paramedic practice.	Y	Y
Demonstrate knowledge of how to handle confidential information appropriately	Y	Y
Community Partners		
Identify community partners relevant to client needs.	Y	Y

Demonstrate an understanding of various community partners' roles, duties, and responsibilities.	Y	Y
Mental Health and Wellness		
Identify the effect community paramedic practice has on both physical and mental health.	Y	Y
Identify supports for caregivers experiencing burnout.	Y	Y
Demonstrate an understanding of caregiver burnout and compassion fatigue in both the community paramedic and client families.	Y	Y
Professional Boundaries		
Describe healthy professional boundaries and relationships between community paramedics, clients, and families.	Y	Y
Apply strategies to create healthy boundaries.	Y	Y
Evaluate strategies for establishing healthy boundaries that maintain professionalism and support best practices in people-centered care.	Y	Y
Data Collection		
Demonstrate active participation in data collection.	Y	Y
Summarize data collection and its importance.	Y	Y
Communication		
Demonstrate an understanding of confidentiality policies related to information transfer.	Y	Y
Demonstrate the use of proper communication etiquette.	Y	Y
Apply effective communication techniques with clients, family and team members.	Y	Y
Employ appropriate communication methods to notify the appropriate healthcare team members of results.	Y	Y
Community Services		
The Role of a Health Advocate		
Demonstrate a comprehensive understanding of cultural diversity.	Y	Y
Identify the health needs of an individual client.	Y	Y
Describe conflicts of interest.	Y	Y
Demonstrate cultural competence.	Y	Y
Demonstrate knowledge of advanced care-planning.	Y	Y
Advocate for individual clients, populations, and communities.	Y	Y
Medical-Legal Issues		
Identify client and care-provider risks associated with telephone consult in place of physical assessment.	Y	Y
Explain the appropriate action required within the Community Paramedic role, in situations where clients may refuse care or act against medical advice.	Y	Y
Health Promotion Activities within the Community		
Identify opportunities for health promotion and disease prevention among clients.	Y	Y

Demonstrate the ability to integrate health promotion activities and education.	Y	Y
Demonstrate ability to network and build relationships with other community partners.	Y	Y
Demonstrate ability to design, coordinate and implement client health-related programs as they pertain to the Community Paramedic.	Y	Y
Determinants of Health		
Describe the determinants of health, including Psychosocial Biological Social Cultural Economic	Y	Y
Explain the barriers to accessing care and health resources related to the determinants of health.	Y	Y
Describe the unique needs of the vulnerable or marginalized populations.	Y	Y
Describe modifiable determinants of health.	Y	Y
Identify how determinants of health impact population health.	Y	Y
Community Assessment		
Identify community services available in a community.	Y	Y
Identify gaps in current health services in a community.	Y	Y
Demonstrate an ability to perform a community assessment.	Y	Y
Develop a plan for addressing gaps in health services in a community.	Y	Y
Examine the importance of a community assessment and how it relates to Community Paramedicine.	Y	Y
Analyze a community's demographics.	Y	Y
Evaluate health status in a community.	Y	Y
Pharmacology		
Pharmacology of Diverse Populations		
Demonstrate advanced knowledge of diverse population considerations.	Y	Y
Evaluate the medication profile of a client.	Y	Y
Drug Reference Materials		
Apply advanced pharmacology education.	Y	Y
Explain the requirement for reviewing a new medication before administration.	N	Y
Evaluate the credibility of pharmacological resources.	Y	Y
Acquisition of New Medications as Directed by the Physician or Nurse Practitioner		
Demonstrate documentation of medication orders according to policy and procedures.	Y	Y
Demonstrate the delivery of medication orders via phone/fax/email to the receiving pharmacy.	Y	Y

Provide appropriate education to client and other caregivers regarding medication information.	Y	Y
Demonstrate ability to update client's medications correctly within the client care document.	Y	Y
Demonstrate complete and accurate documentation for medication orders.	Y	Y
Provide expected outcomes and possible side effects of any pharmacological interventions to the health care team.	Y	Y
Recognize the role of the community paramedic in medication transport to clients.	Y	Y
Medication Appropriateness		
Identify and report medication errors quickly and appropriately.	Y	Y
Demonstrate knowledge and ability to conduct drug counts and inventory.	Y	Y
Evaluate appropriateness of medication and route of administration for the client's condition.	Y	Y
Bridging Prescribed Medication		
Discuss the differences in prescriber's prescription.	Y	Y
Demonstrate the process in providing medications to the client with a prescriber order to self-administer.	Y	Y
Demonstrate the process to assist clients in obtaining medications until pharmacy is able to complete prescription.	Y	Y
Demonstrate medication reconciliation.	Y	Y
Medication administration		
Demonstrate the process to assist the client with the daily administration of the client's medication.	Y	Y
Assessment		
Use of Diagnostic Instruments		
Perform spirometry.	Y	Y
Perform an ear exam, including the use of the otoscope.	Y	Y
Perform point-of-care testing.	Y	Y
Sample Collection		
Identify different sample collection methods.	Y	Y
Identify the process for accessing documents for the purpose of determining results of lab testing.	Y	Y
Demonstrate appropriate sample collection methods.	Y	Y
Recognize normal and critical values.	Y	Y
Explain common lab tests. Examples include Urine testing Blood tests Swabs Cultures (blood, wound etc.) Pregnancy test	Y	Y
Apply test results to appropriately adjust client care and management.	N	Y
Demonstrate the ability to review current and previous test results.	Y	Y

Interpret normal to critical values and collaborate with appropriate care providers.	N	Y
Interpret the results of tests related to screening, diagnosis, and management of the client.	Y	Y
Infection Control Practices		
Define the characteristics of microorganisms.	Y	Y
Describe sterilization and disinfection procedures.	Y	Y
Employ appropriate infection control practices.	Y	Y
Phlebotomy		
Discuss phlebotomy and the types of samples collected by venipuncture.	Y	Y
Identify the equipment and processes used when performing venipuncture.	Y	Y
Describe capillary collection.	Y	Y
Identify the equipment and process used when performing capillary collection.	Y	Y
Identify the characteristics of unsuitable specimens.	Y	Y
Discuss appropriate management of unsuitable specimens.	Y	Y
Explain the collection of specimen samples for common analysis.	Y	Y
Perform safe and appropriate venipuncture.	Y	Y
Perform appropriate equipment selection and use.	Y	Y
Specimen Handling		
Describe regulatory compliant transportation of specimens.	Y	Y
Discuss the handling of laboratory specimens typically collected by community paramedics.	Y	Y
Explain safe specimen handling and transport procedures. *Required to obtain the Transportation of Dangerous Goods certificate.	Y	Y
Perform safe specimen collection and handling.	Y	Y
Manage the receipt, distribution, and storage of specimens.	Y	Y
Implementation of Care		
Manage multiple Community Paramedic interventions simultaneously in evolving situations.	Y	Y
Integrate client care plans in collaboration with other health care professionals.	Y	Y
Client Care & Treatment		
Client Management Plans		
Employ effective, appropriate, and timely application of preventative and therapeutic interventions.	Y	Y
Collaborate with various health care resources to ensure a team approach to care for clients and their family.	Y	Y
Appropriate Consultation from Allied Health Professionals		
Identify specific goals of care within client care plans.	Y	Y
Collaborate in an effective, appropriate, and timely manner as needed for optimal client care.	Y	Y
Demonstrate competency in implementing goals of care with the client, family and multidisciplinary team.	Y	Y

Goals of Care		
Identify the various factors involved in determining the complexity of client care needs. This can include Biological Psychosocial Cultural Emotional Health learning needs	Y	Y
Provide compassionate and people-centered care.	Y	Y
Provide culturally safe care.	Y	Y
Provide trauma-informed care.	Y	Y
Demonstrate a commitment to Truth and Reconciliation.	Y	Y
Demonstrate a response to the Truth and Reconciliation Calls to Action.	Y	Y
Procedural Skills		
Perform hypodermoclysis.	Y	Y
Perform ear irrigation.	Y	Y
Perform a foreign body removal from the ear canal.	Y	Y
Perform management of PEG tubes.	Y	Y
Perform oro/nasogastric tube insertion.	N	Y
Perform anti-embolism stocking application and removal.	Y	Y
Perform and Manage Wound Care		
Identify advanced wound dressings and their use.	Y	Y
Describe wound assessment tools. Examples may include Bates-Jensen Wound Assessment Braden Scale for Predicting Pressure Ulcers	Y	Y
Describe care for chronic wounds. Wound healing What affects wound healing Complications	Y	Y
Describe care for post-surgical wounds.	Y	Y
Discuss risks and issues associated with chronic wounds.	Y	Y
Perform wound assessment.	Y	Y
Demonstrate knowledge of products and guidelines for cleaning a wound.	Y	Y
Perform wound care using aseptic techniques.	Y	Y
Perform wound closure, including staples and sutures.	N	Y
Perform suture and staple removal technique.	Y	Y

Perform specialized wound care therapies, including Wound packing Compression therapy bandages (with certification) Wound irrigation	Y	Y
Perform management of wound drains.	Y	Y
Evaluate requirements for dressing changes and change of product as wound heals.	Y	Y
Negative Pressure Therapy		
Describe the mechanism of action of negative pressure wound therapy.	Y	Y
Identify indications and benefits for negative pressure wound therapy.	Y	Y
Identify contraindications and precautions for negative pressure wound therapy.	Y	Y
Identify the components of negative pressure wound therapy equipment.	Y	Y
Perform application of negative pressure wound therapy while using a sterile technique.	Y	Y
Central Venous Line Management (includes PICC, tunneled central venous catheters, implanted central venous catheters)		
Utilize central venous lines for the purpose of administering medications or fluids.	Y	Y
Utilize central venous lines for the purpose of obtaining blood samples.	Y	Y
Perform central venous line management (can include flushing, dressing changes, adaptor changes).	Y	Y
Perform re-heparinization of central venous lines.	Y	Y
Specific Client Situations and Follow-up Procedures		
Describe activities of daily living.	Y	Y
Recognize the importance of arranging appropriate follow-up for a client in a collaborative model of care.		
Provide appropriate referrals.	Y	Y
Demonstrate the ability to understand outcome risks.	Y	Y
Demonstrate knowledge of available resources.	Y	Y
Manage Interventions		
Recognize potential complications and adverse outcomes of interventions performed.	Y	Y
Perform reassessments indicated during performance of intervention.	Y	Y
Public Health Support		
Collaborate with local Public Health to determine ways in which the Community Paramedic can aid in the administration of immunizations. These may include: Influenza Tetanus Measles Children's vaccinations	Y	Y

Apply local public health regulations.	Y	Y
Geriatric Care		
Identify resources and strategies that support aging in place.	Y	Y
Identify challenges that caregivers may encounter while caring for a family member with cognitive decline or deficits.	Y	Y
Describe changes that occur with aging.		
Collaborate with clients/caregivers to assist with activities of daily living and promote mobility.	Y	Y
Perform assessments and develop individualized care plans for older adults.	Y	Y
Perform chronic condition management and promote cognitive health.	Y	Y
Provide education and support for healthy aging.	Y	Y
Integrate appropriate assessment tools for geriatric patients.	Y	Y
Palliative and End of Life Care		
Explain the process of dying and death.	Y	Y
Explain palliative care versus end-of-life care.	Y	Y
Discuss the impact a client's death or dying may have on the client's family members.	Y	Y
Describe strategies to assist health care workers caring for the terminally ill.	Y	Y
Recognize the stages of grief that a client or significant other may experience during death or dying.	Y	Y
Recognize the stages of grief that a Community Paramedic may experience with a client's death or dying.	Y	Y
Describe appropriate ways to help the client, family, or significant other deal with a situation in which death is imminent or has occurred.	Y	Y
Distinguish care of a palliative client from standard care approaches.	Y	Y
Describe symptom management for palliative and end of life clients	Y	Y
Define specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Describe ways to deliver information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Apply palliative approaches and ensure client centered care.	Y	Y
Evaluate the care of a palliative client.	Y	Y
Mental Health & Addiction Care		
Describe substance use.	Y	Y
Explain detoxification management to the client and their families.	Y	Y
Recognize the effects of stigma and prejudices on mental health and addiction clients.	Y	Y
Demonstrate the use of appropriate scoring tools for mental health and addictions.	Y	Y
Demonstrate an understanding of trauma and violence-informed care practices.	Y	Y
Apply principles of harm reduction practices.	Y	Y

Utilize motivational interview techniques.	Y	Y
Develop a care plan for mental health/addiction clients.	Y	Y
Implement a care plan for a mental health/addiction client.	Y	Y
Collaborate with allied team members for the development and delivery of client plans	Y	Y
Provide care for a mental health client.	Y	Y
Provide care for a client with addictions.	Y	Y
Perform a complete client history.	Y	Y
Evaluate suicide risk and implement a safety plan.	Y	Y
Chronic Conditions Management		
Identify applicable work standards, patient education information, policies, procedures, and protocols.	Y	Y
Identify resources and support available for the client both locally and regionally/provincially.	Y	Y
Describe the risk factors associated with development and progression of chronic conditions.	Y	Y
Recognize the impact alternative therapies may have on the client.	Y	Y
Diabetes Care		
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Evaluate management of diabetes by utilizing expanded assessments. Individual Client Care Plans (including action plans) Diabetic foot care Neuropathic limbs Nutrition Insulin, routine maintenance and correction insulin	Y	Y
Respiratory Disorders		
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Evaluate management of respiratory disorders by utilizing expanded assessments. Individual Client Care Plans (including action plans) Oxygen therapy assessment, criteria	Y	Y
Neurologic Disorders		
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y

Assist client and families in navigating through their diagnosis.	Y	Y
Evaluate management of neurologic disorders by utilizing expanded assessments. Individual Client Care Plans Mobility issues Fall risk assessment	Y	Y
Cardiovascular Care		
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Evaluate management of cardiovascular disorders by utilizing expanded assessments. Individual Client Care Plans	Y	Y
Chronic Pain Management.		
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Evaluate chronic pain management. Individual Client Care Plans Describe different types of pain Examine different pain assessment tools/scales (examples Pain Enjoyment of life and general activity (PEG) scale, Wong-Baker Scale) Recognize alternative therapies (i.e. cognitive therapy) Develop a client centered approach to pain using applicable aids (ex. World Health Organization standardized pain ladder) Summarize the Charter of Rights for Pain Management	Y	Y
Cancer Care		
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Provide care to a client with a cancer diagnosis. Individual Client Care Plans Describe alternative therapies Support the client in navigating the regional/provincial health system Collaborate with the client and care team to manage symptoms Support a client with cancer Identify resources available to clients with cancer	Y	Y

Diverse Needs Clients		
Identify the challenges related to cognition, sensation, and motion.	Y	Y
Describe specific disorders, current prognosis, and future complications of identified disorders.	Y	Y
Apply information/knowledge as a patient advocate and patient educator for individual client needs.	Y	Y
Assist client and families in navigating through their diagnosis.	Y	Y
Provide care to a client with diverse needs.	Y	Y

Community Paramedic Approved Medication Chart

This chart references the medication classifications that can be administered by those holding the **Community Paramedic Endorsement** in Saskatchewan. This document is meant to be used as a reference. Practitioners should refer to the Saskatchewan Health Authority for specific medication information.

Medications	PCP	ICP	ACP	CCP
Opioid Antagonists	Y	Y	Y	Y
Anesthetics	N	N	Y	Y
Anticonvulsants	N	N	Y	Y
Benzodiazepines**	N	Y	Y	Y
Antipsychotics	N	N	Y	Y
Non-narcotic analgesics and Non-steroidal anti- Inflammatories (NSAIDs)	Y	Y	Y	Y
Opioid Analgesics**	N	N	Y	Y
Paralytics	N	N	Y	Y
Adrenergic Antagonists	N	N	N	Y
Cholinergic Agonists	N	N	N	Y
Anticholinergic	N	N	Y	Y
Antihistamines	Y with MD/NP order	Y with MD/NP order	Y	Y
Bronchodilators	Y	Y	Y	Y
Antihypertensive Agents	N	N	N	Y
Cardiac Glycosides	N	N	N	Y
Diuretics	N	N	Y	Y
Sympathomimetics (ex. epinephrine, norepinephrine)	Y (Epi 1:1000) *	Y (Epi 1:1000) *	Y	Y
Sodium channel blockers	N	N	Y	Y
Beta-blockers	N	N	N	Y
Potassium channel blockers	N	N	Y	Y
Calcium channel blocker	N	N	N	Y
Vasodilating Agents	Y (Nitroglycerine)	Y (Nitroglycerine)	Y	Y
Vasodilators	N	N	N	Y
Anticoagulants	N	N	N	Y
Thrombolytics	N	N	N	Y
Platelet Inhibitors	Y	Y	Y	Y

Antiemetics	Y	Y	Y	Y
Uterotonics	Y	Y	Y	Y
Tocolytics	N	N	N	Y
Vitamin and Electrolyte Supplements	N	N	Y	Y
Glucose	Y	Y	Y	Y
Hyperglycemic agent	Y (Glucagon)	Y (Glucagon)	Y	Y
Insulin (prescribed dosing)	N	N	Y	Y
Glucocorticoids	N	N	Y	Y
Antibiotics	Y with MD/NP order	Y with MD/NP order	Y	Y
Immunizations***	Y	Y	Y	Y
Anti-virals	N	N	Y	Y
Alkalinizing agent	N	N	Y	Y
Adsorbents	Y	Y	Y	Y
Antidote (Hydroxocobalamin)	N	N	Y	Y
Iron replacement products	N	N	Y	Y

*Medication names in brackets indicate the only medication in the classification that can be administered by the practitioner.

**Section 56 Class Exemption for Saskatchewan. Only the listed Controlled Drugs and Substances can be administered, see the specific scope of practice for your licence level to determine which medications are permitted.

Diazepam
Lorazepam
Midazolam
Ketamine
Morphine
Fentanyl
Pethidine
Hydromorphone

***Public Health determines the immunizations that can be administered by paramedics.

Approved medication routes

Route	PCP	ICP	ACP	CCP
Buccal	Y	Y	Y	Y
Intramuscular	Y	Y	Y	Y
Intranasal	Y	Y	Y	Y
Intraosseous	Y(a)	Y(a)	Y	Y
Intravenous	Y (b)	Y (b)	Y	Y
Nebulized	Y	Y	Y	Y
Oral	Y	Y	Y	Y
Rectal	Y	Y	Y	Y
Subcutaneous	Y	Y	Y	Y
Sublingual	Y	Y	Y	Y
Topical	Y	Y	Y	Y

- a. Does not authorize the initiation of the intraosseous access.
- b. PCP-CPs are only authorized to administer the following medication by the intravenous (IV) route: dextrose, naloxone, ketorolac, antibiotics, antihistamines, and anti-emetics. In addition to these medications, ICPs can also administer benzodiazepines via the intravenous route.

If a member is authorized to administer a particular medication intravenously, they are also authorized to monitor the medication as an infusion.