

**SASKATCHEWAN COLLEGE OF
PARAMEDICS**

**SCOPE OF
PRACTICE**



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ACKNOWLEDGEMENT

Saskatchewan Paramedics work across the traditional territories of the Cree, Saulteaux, Dakota, Dene, Lakota, and Nakota peoples, as well as the homeland of the Métis Nation. This land is covered by Treaties 2, 4, 5, 6, 8, and 10. We respect and honour the Treaties that were made on all territories and acknowledge the harms and mistakes of the past. We are committed to moving forward in partnership with Indigenous Nations in the spirit of reconciliation and collaboration. These treaties serve to govern our relationships with Indigenous people.

We recognize that we all have benefits and responsibilities under these agreements and dedicate our efforts to working together in a spirit of collaboration and reconciliation.

Introduction

The Saskatchewan College of Paramedics (SCoP) has developed this document to provide emergency medical responders (EMR) and paramedics with clear and definitive information to outline the fundamental principles, standards and guidelines which are foundational to scope of practice.

In Saskatchewan, the terms Emergency Medical Responder and Paramedic are statutorily regulated professions, with their titles protected in legislation. Only those people who are registered by the Saskatchewan College of Paramedics (SCoP) may legally describe themselves as an Emergency Medical Responder (EMR) or Paramedic within Saskatchewan.

In Saskatchewan, there is no limitation on the work environment in which an EMR or paramedic may be employed. All those who work or volunteer within the capacity of an EMR or Paramedic, or use the titles, must be licensed with SCoP. This can include, but is not limited to paramedic/ambulance services, management, fire departments, industrial sites (ex. mines, gas and oil sites), fixed wing or rotary air transport, educators, healthcare facilities, and construction sites among others. As self-regulating professionals, EMRs and paramedics are always responsible and accountable for their own practice and actions. This document has been developed to assist EMRs and paramedics in understanding their responsibilities as they relate to the scope of the profession, as well as the class of licensure scope, individual scope of practice and employment scope of practice.

Self-Regulation

The SCoP is responsible for ensuring the safety of the public with the regulation of the paramedic profession (this refers to both EMRs and paramedics) in Saskatchewan. The authority to regulate the profession is derived from legislation, specifically *The Paramedics Act*. The Act delegates the privilege of regulation to the SCoP's elected council. The council consists of SCoP members and public representatives, therefore creating a self-regulating profession.

Self-regulation is a privilege and responsibility granted to the profession by the Government of Saskatchewan. Paramedic and EMR membership contributes to self-regulation by either becoming elected to the SCoP Council or voting for members in the election for a council position. The elected member represents paramedic membership at the council level. Decisions made regarding the profession are made

at the council level. Members can join various committees in the work to set and maintain standards of education and competence and recommend courses of action to the council. Members can further contribute by attending the annual general meeting.

Corresponding Documents

All listed documents can be accessed on the SCoP [website](#).

The Paramedics Act: statute or proclamation of the government which declares the SCoP as the regulatory body of the profession. The objects of the college are to regulate the practice of the profession and to govern the members in accordance with this Act and the bylaws; and to assure the public of the knowledge, skill, proficiency and competency of members in the practice of the profession.

Regulatory Bylaws: statute adopted by the SCoP and approved by the Ministry of Health in which the SCoP follows to effectively regulate the profession. Regulatory bylaws cannot be altered without the approval of the Ministry of Health.

Code of Professional Conduct: sets forth ideals of conduct and are the accepted foundation of ethical practice. It establishes the ethical values of the profession that must be adhered to and applied at all levels of decision-making and domains of practice by each practitioner.

Standards of Practice: are the minimum expected levels of EMR and paramedic behavior and practice, against which actual behavior and practice is measured.

Competency Framework: A comprehensive document which outlines the competencies, foundational knowledge and skills for all EMRs and paramedics in Saskatchewan. It defines the scope of practice.

Clinical Practice Protocols: A written document with information to provide the EMR or paramedic in decision-making regarding specific areas of practice or specific situations.

Classes of Licensure

There are four (4) distinct levels of practice for paramedics. These are:

- Emergency Medical Responder (EMR)
- Primary Care Paramedic (PCP)
- Advanced Care Paramedic (ACP)

- Critical Care Paramedic (CCP)

In addition, the College is maintaining Intermediate Care Paramedic (ICP) for those who were issued the licence prior to 2011.

Saskatchewan also offers endorsements that recognize specific education requirements and allow for additional knowledge and skills for paramedics who work in specialized areas.

Insurance

Regarding the scope of practice paramedics work within, EMRs and paramedics are required to have personal professional liability insurance as a condition of their registration with SCoP.

Scope of Practice

Scope of practice refers to those activities that an EMR or paramedic working in Saskatchewan is permitted to perform. Scope of practice is the limit of one's knowledge, skills and experience and is made up of the activities carried out within the professional role. As health care professionals, EMRs and paramedics must keep within their scope of practice at all times.

Scope of practice can be divided into four different categories. Scope of the profession, class of licensure scope of practice, individual scope of practice, and employment scope of practice.

The SCoP has provided the paramedic membership with a Code of Professional Conduct, Standards of Practice, and Clinical Practice Protocols to assist the paramedic with decision making to ensure practice occurs within scope of practice.

Scope of the Profession

The scope of the profession generally refers to the roles and functions of the profession as a whole. SCoP sets the scope of practice for the profession and for each class of licensure.

The practice of paramedicine is defined as the practices and procedures performed by an EMR or paramedic and is further defined to include all of the following:

- conducting prevention, education and advocacy activities related to the practices and procedures performed by an EMR or paramedic,
- developing and evaluating policies and systems related to the practices and procedures performed by an EMR or paramedic, and
- conducting research and providing education, consultation, management, administration and regulation in relation to the practices and procedures performed by an EMR or paramedic.

The scope of the profession is informed by the Standards of Practice, Code of Professional Conduct, Guidelines and Position Statements of the profession.

Class of Licensure Scope of Practice

The class of licensure scope refers to the roles, functions and procedures specific to each of the four classes of licensure within the scope of the profession: EMR, Primary, Intermediate, Advanced and Critical Care Paramedic. Each paramedic is licensed within a specific class of licensure and is expected to adhere to the roles, functions and procedures for that class of licensure.

An EMR or paramedic's scope of practice is defined by SCoP and is found within the competency framework. Each practice level (EMR, PCP, ICP, ACP, CCP) has specific expectations on the knowledge and skills they are expected to know and work within.

Individual Scope of Practice

The individual scope of practice is specific to each paramedic. A paramedic may only perform activities and provide care or services that the paramedic is educated, authorized and competent to carry out. The individual scope of practice can be expanded or minimized by changes in the practice context and/or employer policies. The individual scope of practice is based upon an EMR or paramedic:

- entry to practice education,
- practice experience,
- current practice setting (clinical, education, prevention, advocacy, consultation, management, administration and regulation), and
- formal and informal education completed over the course of a paramedic's career.

As a result of changes to your individual scope of practice you might be unable to continue to demonstrate that you meet all of the SCoP standards of proficiency that

apply for the whole of the profession. This is not a problem provided you limit your practice to that within your individual scope of practice and do not practice in areas where you are no longer proficient. **It is the responsibility of each member to identify limitations on their individual scope of practice and find ways to improve.**

As an EMR or paramedic gains experience, their individual scope of practice changes, and they are required to maximize their individual scope of practice over time. Individual scope of practice can be expanded through new knowledge and qualifications. However, no EMR or paramedic can perform skills beyond those defined by SCoP.

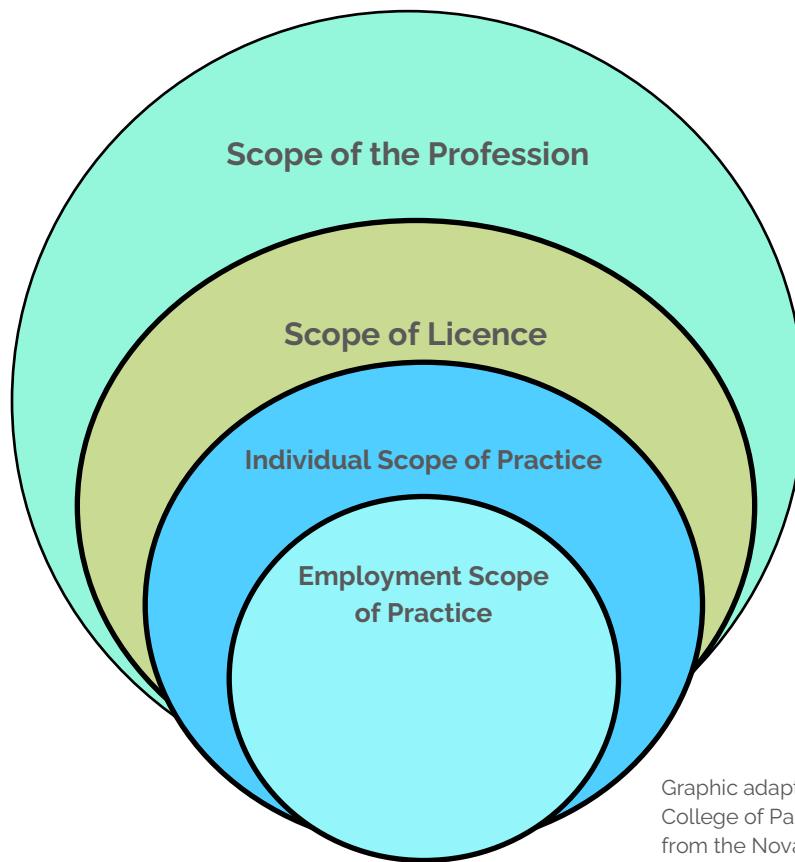
Employment Scope of Practice

Scope of employment is the description of an EMR or paramedic's role within the employment (referred to here as either paid employment or volunteer activities) setting. It is defined through employer descriptions, policies, procedures, processes, education, evaluation, and guidelines. An individual's scope of practice is often confined or defined by scope of employment. Scope of employment often impacts the individual scope of practice by narrowing a paramedic's practice to activities that are specific to the employment setting. Scope of employment changes from employment setting to employment setting. Like the parameters around the individual scope of practice, the employment scope may not exceed the scope of the profession.

All employer policies, procedures, work standards and directions related to the practice of paramedicine must align with SCoP standards. Employer policies provide further direction on the paramedic practice. An individual or employer's EMR/paramedic scope of practice cannot progress beyond the EMR/paramedic's legislated scope of practice, and each individual paramedic must be qualified and competent in their own scope of practice.

Employers may limit specific skills performed by their EMR and paramedic employees, however, they may not permit the practice of skills outside that which is determined by SCoP. An EMR/paramedic may work for more than one employer, and it would be the responsibility of the individual to know what skills each employer allows. As an example, a paramedic working for a fire department may not have CPAP within their employment scope, however, if they are also working for an ambulance service then CPAP may be within the expectations of the employer.

In essence, the profession's scope is the umbrella, licensure scope defines legal boundaries, individual scope is about individual competence, and employment scope is the specific context.



Graphic adapted to the Saskatchewan College of Paramedics requirements from the Nova Scotia College of Nursing.

Educator/Preceptor/ Clinical Supervision

In the case of supervision of activities, the EMR or paramedic remains accountable for any decisions taken and should be satisfied that those who perform any task are competent to do so. In the case of students, it is necessary for the EMR or paramedic to provide adequate supervision at all times.

In addition, an essential requirement of maintaining a safe scope of practice is an individual's own participation in supervision. Clinical supervision is a reflective and evaluative process that exists between a learner and their supervisor. The relationship should be a supportive one, based on trust, where the learner is enabled and empowered to develop their abilities and capabilities through

reflection and learning. An EMR or paramedic's ability to reflect on practice is a core element of personal development to ensure that they remain safe, responsive, and effective throughout their professional career, and within their scope of practice.

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