

The Pulse

Paramedics: Trusted – Professional

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SCoP welcomes new executive director

SCoP will have a new executive director in November. Sheri Hupp will take over from Lily Stonehouse, SCoP's current executive director, on November 15, 2010.

Hupp has significant management, leadership and team building experience. She is a lawyer who has spent the last nine years in roles of increasing responsibility within ISC, a Saskatchewan Crown corporation. Most recently, she has been the regulatory policy manager and the registrar for both the Saskatchewan Personal Property Registry and the Vital Statistics Registry within ISC.



Sheri Hupp, SCoP's new executive director

"My experience with the Vital Stats Registry really expanded my interest in, and understanding of, the health sector," she said.

Hupp said what excites her about the role is the wide range of areas that it incorporates.

"There are the bylaws, the legislation and the regulatory side of the College – and there is the business and people side of it. It's a brand new organization and it's very exciting to be a part of an organization as it develops and evolves," she said.

As a lawyer, Hupp is a member of the Law Society of Saskatchewan, which is a self-regulating body. Because of her membership in the Law Society, she understands the important role these bodies play, and fully appreciates some of the challenges they can face.

Hupp is excited about the direction SCoP has taken since its evolution, and would like to see it become a role model for other self-regulated organizations. She said relationship building with all stakeholders is essential for SCoP to be a really effective organization. She said this approach will play a key role in the continued growth and development of the College into the future.

Recognizing our stars

Do you have a colleague who sets high standards, is a great mentor and role model, strives for excellence in all s/he does, and has been in the profession for 25 years or more?



Courtesy: Government of Saskatchewan

If so, you can help recognize these special people by nominating them for the Saskatchewan Protective Services Medal. The medal is given out annually by the Saskatchewan Government to people working in protective services sectors, who have provided 25 or more years of exemplary service in protecting the people of Saskatchewan.

All nominations must be submitted to the Saskatchewan Government's Protocol Office by no later than November 30, 2010.

Nomination forms are available from the Saskatchewan Government website on the Protocol Office (Office of Provincial Secretary) web pages, www.ops.gov.sk.ca/spsm.

For more information, call (306) 787-8965.



**SASKATCHEWAN
COLLEGE OF
PARAMEDICS**

Help set the course for the future

Ever wanted to be involved in setting the course for Saskatchewan paramedics into the future? If so, here's your chance!

Two positions on SCoP's Council will come open in 2011; one is a Council Member-at-Large position, the other a Council Member-at-Large position representing the Fire Sector. As well, a position on the College's Nominations Committee will also open up in 2011. College officials are urging all members to consider running for the positions.

To be eligible to stand for election, you must be nominated by another member of the College. **All nominations must be submitted to SCoP by January 3, 2011.**

"We really want to encourage people to become involved now rather than waiting for a later time – largely because they can have more impact now," said Dan Lewis, Chair of SCoP's Nominating Committee.

The College would like to see a broad representation of members on Council. All interested individuals are encouraged to consider letting their names stand for election; however, Lewis said the College is particularly interested in receiving nominations for rural members, women, EMR and EMT members and members from the industrial sectors.



"We'd really like to ensure representation for as many of our member sectors, employer groups, geographic regions and genders as possible," said Lewis.

While the time commitment for some of these positions was a bit onerous when SCoP was first initiated, Lewis said Council and committee work takes much less time now, largely because much of the work required to enable the organization to begin operating has been done.

According to Lewis, many employers have been extremely supportive of the College and have allowed employees to do College work during work time. He said this support has been really helpful in the development of the College.

Lewis has been impressed with the number of nominations over the past few years. In 2010, 13 people let their name stand for three Council positions.

"We want to thank all of those people who have agreed to run for Council and committee positions in the past, and we really want to encourage them to continue to be active and involved, and let their names stand for positions again," he said.

For more information on the positions and the election process, please see the Nominations Guide on the SCoP website at www.collegeofparamedics.sk.ca.

Thank you, Lily

Lily Stonehouse, SCoP's first executive director, will retire on November 15, 2010. She was hired in the summer of 2008 to help establish the College as a new regulatory body. She played a critical role in the development and evolution of SCoP. Council members say she will be missed.

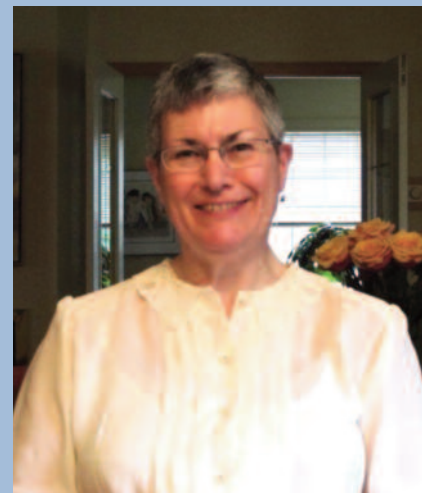
"Lily has been phenomenal in her role. We wouldn't be where we are today without her," said Brent Stewart, President of SCoP.

Stewart said that while her departure signals a change for SCoP, Lily has set the organization on a course that will take it successfully into the next phase of growth. He said that because of Lily's work, the transition to a new executive director, and into the College's next stage of development, will be a very positive one.

"We want to wish Lily all the best as she heads into the next exciting phase of her life – and want to thank her

for all she has done in helping us to achieve a significant milestone, in the creation of SCoP," said Stewart.

The College will hold a farewell celebration for Lily in Regina, at Wascana Place, on October 30 from 2 - 4 pm. All members are welcome to attend. Contact Patti Lewis for more information: (306) 585-0145, or patti.lewis@collegeofparamedics.sk.ca.



Lily Stonehouse – Executive Director/Registrar, SCoP

Medic on an army base

Steve Winik has a bit of an unusual job. As a platoon chief at the 17 Wing Detachment Dundurn Fire Department, he is both a paramedic (EMT) and a firefighter on the Dundurn military base.

“We don’t have the call volumes of some of the larger centres,” said Winik, “but we deal with aspects that most paramedics and firefighters might never see.”

Winik said the department is responsible for a broad spectrum of functions; these include a range of different rescue and medical response initiatives similar to those provided by an ambulance agency in a city. He said the department sees similar medical and traumatic calls as a city agency would see, but said it is the setting which makes their situation unique.

“We, unlike most fire departments, continue our care of the patient until delivery to a medical receiving facility. We have two ambulances in our fleet, which allows us to transport our patients to a medical facility allowing the patient to receive the advance care they may require.”

He said the department also deals with structural fire response, fire prevention, wildland fire response, confined space/technical rope rescue and hazardous material response.

Significant emphasis is placed on employee training; each member of the department must undergo four hours of job-related training within every 24 hour shift worked.

According to Winik, the Dundurn Fire Department has four crews of six staff each; five of the 24 personnel are EMRs, while the rest are PCP/EMTs.

“At the base, our roles are not split between fire and emergency medical response. We all do it all – everything

from patient response and care to patient transport,” he said.

Winik said that while most of his career has been spent on the military base, he did work as an EMT in the Saskatoon Health Region between 1995 and 2000.

“I wanted to get exposed to as much as I could, to help broaden and refine my skills for my employment at the military base.”

Winik became a member of the SCoP Council in 2010. He said he joined to ensure firefighters had a stronger voice on Council.

“As firefighters, we’ve not been well represented on the SCoP Council or on committees in the past. But the broader the representation, the better Council will understand the needs of its fire sector members.”

Winik is encouraging others in the fire sector to become more involved either through Council or at the committee level.

“We’re a small number, but we’re impacted by the decisions made by others, so it would make sense to have a better represented voice. Besides, we don’t have the right to complain unless we’re willing to get involved,” he said.



**Steve Winik,
Member-at-Large,
SCoP Council**

Another step in SCoP’s growth – Interim Protocol Development process

It has been an exciting and productive two years for the Saskatchewan College of Paramedics (SCoP). In 2008, SCoP was given responsibility for registering, licensing, educating, and disciplining its members, under the mandate of protecting the public. It was a first step in the process of becoming a fully self-regulating profession.

Historically, the Provincial Emergency Service Practice Committee guided scope of practice and helped practitioners, physicians and regions develop protocols to be put forward to the College of Physicians and Surgeons of Saskatchewan for their approval.



In the fall of 2009, a SCoP committee, led by President Brent Stewart, began working with Saskatchewan Health officials on a unique new process that would see SCoP becoming involved in the decision-making around protocol change.

“This is the second step in the growth and development of the College. The ultimate goal is for SCoP to take full responsibility for the development and maintenance of member protocols, as do most self-regulating bodies,” said Brent Stewart.

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Make your voice heard!

Send in your resolutions by February 4, 2011

You can play an important role in the development of SCoP. Because SCoP is now a self-regulating body, members set the direction of the College within its primary mandate of protecting the public.

As members, you can alter SCoP's direction through the introduction of resolutions. You can make a resolution that could bring changes to either the College's legislation or its bylaws. These resolutions are brought forward annually to the College's Annual General Meeting (AGM). They are debated and voted on by the membership and are either passed or rejected at that meeting.

"Becoming involved in the development of the College's legislation and bylaws gives members the ability to shape the College. As paramedics, we should all really care about, and be involved in the development and evolution of the body that regulates our profession," said Brent Stewart, President of SCoP.

If you would like to see a change or evolution to SCoP's processes, standards, or to the way in which the College operates, you can develop your suggested change, and put it forward in a resolution. Information on how to develop resolutions, and resolution templates are available on the SCoP website.

Just a handful of resolutions were submitted in 2010; Stewart hopes that number will increase in 2011.

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Interim Protocol Development process

But Stewart said, that as an organization, SCoP is not yet ready to do this work on its own. A transition process has been developed that will see SCoP taking a bigger role on the Provincial Emergency Service Practice (PESP) Committee, and working collaboratively with the Ministry of Health and the College of Physicians and Surgeons on the development of new member protocols. This process will be used until all parties agree the College is ready to manage this work on its own.

The PESP Committee will continue to guide protocol development, making recommendations for approval by the College of Physicians and Surgeons. Stewart said the new process is a great learning opportunity for SCoP.

"It will include consultations that will incorporate feedback from a much broader range of affected organizations, and which will strengthen the decision-making process," said Stewart.

Deb Jordan, Executive Director of Saskatchewan Health's Acute and Emergency division, said the College has made significant progress.



"We really want to encourage all members to become involved in this process, because an active membership will only make this organization stronger," said Stewart.

Anyone with questions about the process can call SCoP's executive director, or the chair of the Legislation and Bylaws Committee, Brent Stewart. To be considered at the 2011 AGM, **all resolutions must be submitted to the College by February 4, 2011.**

"Since its formation a couple of years ago, a lot has been accomplished; and that speaks well to the leadership provided by Council and their executive director, in being able to move forward on priorities in a timely way."

Jordan said that while the creation of the new process was challenging at times, all partners in the process were focused on one goal.

"What guided us in our discussions is that this is not about roles and responsibilities or how you carve up power; this is about the obligation to the public and to the safe and competent care of the public," she said.

Stewart said the process is an important one for members to understand, and he encourages all members to review the Interim Protocol Development process document, which is available on the SCoP website, www.collegeofparamedics.sk.ca/docs/home%20page%20documents/News%20Release%20re%20Interim%20Protocol%20Process.pdf.

Sticking to protocols – protecting the public



Courtesy Blaine Lake EMS

SCoP is reminding members to abide by their scope of practice and not undertake patient procedures that they have not been approved to perform. The College has recently received complaints that a few members are performing patient procedures which are outside of their approved protocols.

“This could be a significant issue for these individuals, because performing a patient procedure outside of your scope of practice is actually unlawful. It can put patients at risk and can result in members being suspended or losing their license,” said Brent Stewart, President of SCoP.

Stewart explained that before *The Paramedics Act* was created,

Emergency Treatment protocols were treated as guidelines for practitioners – but all that changed when the Act was proclaimed in 2008. The Act requires all members to practice in accordance with the approved protocols.

“While protocols were treated as guidelines in the past, they are now the law, and all members are required to abide by them.”

He said that paramedics are well respected for their knowledge and expertise in emergency medical care. However, he advises that in addition to putting patients at risk, overstepping that role could lead to a lack of confidence in the profession, and its members.

“People believe, and they must trust, that we are highly trained in all the procedures we undertake. If we have members who are performing procedures without approved training, we put our reputation as paramedics at risk,” said Stewart.

Darcy McKay, Project Manager for Emergency Medical Services, Saskatchewan Health, said the protocols currently in place have been recommended by the Provincial Emergency Service Practice Committee and have been approved by the College of Physicians and Surgeons of Saskatchewan. He said all deviations in protocol are to be reported to the Ministry of Health and the regional medical advisor as described in the Emergency Treatment Protocol Manual.

McKay suggests it’s critical that paramedics understand the importance of working within approved protocols.

“By going beyond approved protocols, not only does the practitioner potentially put their license at risk, they also put their patients at risk. Some practitioners may think they are looking out for the best interests of their patient, but going beyond approved protocols could be actually detrimental to the patient and patient care,” he said.

McKay advises that if a practitioner feels that there are gaps in the protocols, or that a protocol should be amended, the practitioner should raise this with the Emergency Service Practice Committee through a new process recently approved through the Ministry of Health and SCoP. He advises the new procedures are much less onerous than those previously used. As well, practitioners can call SCoP or the Ministry for assistance or consultation when considering a change to the protocols.

For more information on SCoP’s approved protocols, please visit the SCoP website at www.collegeofparamedics.sk.ca.



Courtesy Spiritwood – Big River EMS