

VERSION 1.0

MARCH 2020



# Paramedic Association

## Prince Edward Island

STRATEGIC PLAN

*2020 - 2023*



PARAMEDIC ASSOCIATION OF PEI  
40 ENMAN CRES. | CHARLOTTETOWN, PE



# Paramedic Association Prince Edward Island

## TABLE OF CONTENTS

MESSAGE FROM OUR PRESIDENT.....	1
INTRODUCTION.....	2
BOARD OF DIRECTORS.....	2
VISION, MISSION, & VALUES .....	3
COMMITTEES.....	3
STAKEHOLDERS.....	4
STRATEGIC PLANNING .....	5
STRATEGIC DIRECTION .....	6
PROFESSIONALISM .....	6
COLLABORATION .....	7
PROMOTION & ADVOCACY .....	7
EFFICIENCY & PRODUCTIVITY.....	8

## MESSAGE FROM OUR PRESIDENT



In order to achieve your vision, you need to have a plan. Without it, the collective efforts of your team could simply be wasted energy, resulting in a long string of ineffective “make-work” projects.

This is precisely the reason that the Paramedic Association of Prince Edward Island (PAPEI) is pleased to share our inaugural Strategic Plan 2020-2023. Many long hours of cooperation and collaboration have come together to form an organizational roadmap for our association. Having this guiding document will serve to keep our energy focused squarely on the priorities we’ve identified through member engagement and not lost on misguided endeavors.

With the future of Paramedicine promising new and amazing roles for paramedics, we as the voice of our profession, must be able to forecast where potential career pathways exist. PAPEI needs to be able to capitalize on paramedic-led research, understand and utilize innovative educational methods, and strive for the creation of non-traditional means whereby paramedics can expand their skillsets and achieve greater professional latitude.

Paramedics on Prince Edward Island can now clearly understand how their association is looking to diversify and continue to showcase PEI as a national leader. We have set the bar high, but only because we see tremendous potential in the body of professionals that are our members. I am excited for the incredible professional opportunities that are soon to be available here on PEI, and for the unlimited impact our paramedics will have on the future of healthcare in this province.

Yours truly,

Ryan O’Meara, ACP, BSc, MEd(c)

President

## INTRODUCTION

---

The Paramedic Association of Prince Edward Island (PAPEI) is a voluntary professional organization of paramedics that supports the advancement of paramedicine in Prince Edward Island. As a chapter of the Paramedic Association of Canada (PAC), our membership is unified with over 20 000 paramedics from across the country. Incorporated in 2009, PAPEI continues to grow and remains the sole representation of the paramedic profession in PEI. At the time of this publication, PAPEI had 155 members, representing a vast majority of the province’s professional body. PAPEI affiliates with government, private companies, unions, and other professional associations when interests align.

## BOARD OF DIRECTORS

PAPEI is led by a Board of Directors comprised of a minimum of four and maximum of eleven members, including the President, Vice-President, Treasurer, Secretary, Education Representative, Past President and seven members-at-large: one from the East (Souris/Montague), one from Central (Charlottetown), one from East Prince (Summerside), one from West Prince (O’Leary/ Alberton), and one Island Representative (East/ West). At the time of this publication, and during the strategic planning process, the Board of Directors consisted of the following individuals:

- |                              |                               |
|------------------------------|-------------------------------|
| ▪ President                  | Ryan O’Meara                  |
| ▪ Vice President             | Matt Stryde                   |
| ▪ Secretary                  | Collin Dares                  |
| ▪ Treasurer                  | Chelsea MacInnis              |
| ▪ Education Representative   | Holly Noël                    |
| ▪ Island Representative      | Alice Rice                    |
| ▪ Eastern Representative     | Tara Hasey                    |
| ▪ Central Representative     | Kyna McInnis                  |
| ▪ East-Prince Representative | Garrett Tanton                |
| ▪ West-Prince Representative | Tyler Graves                  |
| ▪ Trustees                   | Billie McQuaid & Andrew Daley |

## VISION, MISSION, & VALUES

- Vision: To empower Paramedics of Prince Edward Island as national leaders in our profession.
- Mission: To support the advancement of Paramedicine in Prince Edward Island through professionalism, advocacy, and collaboration.
- Values: Honesty, Integrity, Transparency, & Respect

## COMMITTEES

In order to increase member involvement and productivity, PAPEI has formed five committees accountable to the Board of Directors. The committees are outlined as follows:

- Education Committee: provides high-quality educational opportunities typically in the form of morbidity and mortality (M&M) sessions, conferences, certification programs, or multidisciplinary training programs. All of our education sessions provide Continuing Education Units (CEU) to help members meet licensing requirements.
- Communications Committee: communicates with members, stakeholders, and the public through newsletter, social media, website, and public relations campaign/advertising.
- Regulation & Legislation Committee: explores options for self-regulation and lobbies municipal, provincial, and federal governments.
- Humanitarian Committee: explores opportunities for participation in the community with charitable organizations and humanitarian efforts abroad.
- Research Committee & Journal Club: appraises literature relevant to the prehospital environment and considers opportunities to conduct or support prehospital research in PEI.

## STAKEHOLDERS

PAPEI recognizes the need for relationships with the following organizations in pursuit of advancing the profession:

- Canadian Mental Health Association (CMHA)
- Canadian Organization of Paramedic Regulators (COPR)
- Canadian Patient Safety Institute (CPSI)
- Canadian Standards Association (CSA)
- Canadian Union for Public Sector Employees (CUPE) Chapter 3324
- Defence Research and Development Canada
- Department of National Defence
- Government of Prince Edward Island
- Health Canada
- Health PEI
- Holland College
- International Roundtable for Community Paramedicine (IRCP)
- Island EMS
- Medacom Atlantic
- Medavie Health Services
- Paramedic Association of Canada (PAC)
- Paramedic Chiefs of Canada (PCC)
- Prince Edward Island Dept. of Health and Wellness and Emergency Medical Services Board
- Public Health Agency of Canada
- Public Safety Canada
- University of Prince Edward Island (UPEI)
- Wounded Warriors Canada

## STRATEGIC PLANNING

PAPEI is excited for the future and recognizes significant potential for paramedicine within our healthcare system. To our knowledge this is PAPEI's first strategic planning initiative; we view this as imperative for achieving our goals in pursuit of advancing paramedicine in PEI. The strategic planning initiative was led by the Board of Directors, guided by paramedic and stakeholder surveys, and completed during four in-person meetings. During our meetings we analyzed survey data, completed a SWOT and TOWS analysis, and compiled a list of strategic goals and objectives. We also redesigned our Vision, Mission, and Values statements to be more aligned with our plan. We believe this plan reflects the best way forward and intend on continuing the strategic planning process so that paramedics of PEI have the representation they deserve.



Board of Directors (Pictured left to right: Holly Noel, Collin Dares, Ryan O'Meara, Garrett Tanton, Tara Hasey, Alice Rice, Matt Stryde, & Chelsea MacInnis. Missing: Kyna McInnis, Tyler Graves).

## STRATEGIC DIRECTION

---

### PROFESSIONALISM

- Education and Professional Development
  - Invest resources in Education Committee.
  - Provide all paramedics with high-quality educational opportunities that are innovative, evidence-based, patient-centered, and multidisciplinary.
  - Provide educational opportunities that are centered around improving paramedic physical and mental health.
  - Generate buy-in and submit a proposal for the development of a Provincial Simulation Program.
  - Collaborate with educational institutions and other stakeholders about role diversification.
  - Support baccalaureate entry to practice.
  - Promote UPEI Bachelor of Science (BSc) in Paramedicine degree program.
  - Establish a bursary for members enrolled in a relevant degree program to be awarded based on financial need.
- Professional Self-Regulation
  - Invest resources in Regulation & Legislation Committee.
  - Prepare for transition to model of professional self-regulation.
  - Explore options and consult with stakeholders regarding professional self-regulation.
  - Lobby for governance under Regulated Health Professions Act.
- Standards Development
  - Support the development of professional standards in collaboration with the Canadian Standards Association (CSA).
- Research
  - Invest resources in Research Committee & Journal Club.
  - Support development of paramedic-led pre-hospital research in PEI.

- Collaborate with educational institutions to develop paramedic-led pre-hospital research in PEI.

## COLLABORATION

- Stakeholder Engagement
  - Identify and collaborate with stakeholders on a regular and proactive basis.
  - Host events that are relevant to and inclusive of allied healthcare professionals and first responders.
  - Collaborate with educational institutions to align paramedicine with allied healthcare programs.
- Create more social opportunities for membership, families, first responders, community, etc.

## PROMOTION & ADVOCACY

- Promote paramedic profession.
  - Invest resources in Communications Committee.
  - Launch public awareness campaign and collaborate with stakeholders for scope and funding.
  - Highlight the activities and achievements of local paramedics through communications channels.
  - Continue awarding 'Paramedic of the Year' and years-of-service pins and nominate local paramedics and paramedic advocates for national awards.
- Promote association activities.
  - Establish regular communications and updates with all paramedics and stakeholders.
  - Better utilize area representatives and bulletin boards for promotion of association activities, communications, and updates.
- Educate the public in emergency management.
  - Re-launch 'CPR in the Schools' program.
- Exercise social responsibility by supporting local charities and grassroots initiatives.

- Invest resources in Humanitarian Committee.
- Organize fundraiser for Mikinduri: Children of Hope and send team of paramedics to Kenya.
- Provide financial and human resources to Upper Room Hospitality Ministry on a regular schedule.

#### EFFICIENCY & PRODUCTIVITY

- Invest in committees to improve member engagement, efficiency, and productivity.
- Develop reliable income streams to support association activities.
- Explore options for supporting association volunteers for their efforts.
- Utilize Trustees on a regular basis.
- Collect quality improvement metrics on association activities to identify areas for improvement.
- Trial team management software to improve productivity and accountability.
- Continue ongoing and regular strategic planning process.