



# COLLEGE OF PARAMEDICS OF MANITOBA CODE OF ETHICS

## Introduction

The Regulated Health Professions Act requires the Council of the College of Paramedics of Manitoba to adopt a code of ethics to define standards of conduct for Manitoba paramedics. It is the overall goal to ensure all paramedics provide competent, safe and ethical care, emergent or non emergent, ensuring that practices are consistent with The Regulated Health Professions Act, College of Paramedics of Manitoba General Regulation, by-laws, code of ethics, standards of practice and practice directions. The Council is committed to action that prioritizes the health and safety of the public.

It is the responsibility of all paramedics in Manitoba to understand and comply with the code of ethics and be accountable, regardless of roles or practice settings. Responsibility is the duty to satisfactorily complete professional obligations. Accountability means being capable to explain why practice expectations were or were not met.

A paramedic must comply with the Code of Ethics as amended by council from time to time. Any paramedic in contravention of the Act, regulation, by-laws, code of ethics, standards or practice directions is subject to the investigations and complaints process as set out in the Act.

It is important that paramedics recognize that self-regulation of the profession is a privilege.

## Responsibility to the Patient and Others

The paramedic must:

- Provide the most effective, efficient, and safe patient care as is reasonably possible within the level of their competencies and seek consultation with other health care professionals when necessary
- Provide care based on human need with respect for human dignity, unrestricted by consideration of nationality, race, creed, colour, status, sex, religion, sexual orientation, type of illness, or mental or physical disability
- Only initiate care, conduct procedures, or intervene in situations involving a patient where those procedures are explicitly intended for the benefit or well being of the patient
- Practice in accordance with the scope of practice, standards of practice, and reserved acts as specified by regulation and the College of Paramedics of Manitoba Standards of Practice
- Provide high quality patient care, including physical comfort and emotional support, to the extent that the paramedic is reasonably able to do

- Once accepting responsibility for a patient or initiating the provision of patient care, continue provision of care until it is no longer required or until another appropriately qualified health care professional accepts responsibility of care
- Advocate in the best interest of the patient
- Respect and maintain appropriate relationship boundaries
- Communicate clearly and respectfully
- Recognize the rights of the patient
- Protect and maintain patient privacy and confidentiality in accordance with the requirements of federal and provincial legislation
- Demonstrate patience, compassion, courtesy and respect

## **Responsibility to the Profession**

The paramedic must:

- Practice in accordance with The Regulated Health Professions Act, College of Paramedics of Manitoba General Regulation, the Practice of Paramedicine Regulation, and other relevant legislation
- Honour the profession by ensuring that their conduct reflects positively on the integrity of the profession
- Exhibit conduct that always meets the requirements of the health, legal and professional boundaries of the profession
- Demonstrate leadership
- Share professional knowledge, participate in mentorship, and be willing to learn and accept new knowledge shared by others
- Actively participate in quality assurance and quality improvement programs
- Foster respectful, professional, and positive work and learning environments
- Report any unsafe practice, professional incompetence, unprofessional conduct, and any participation in, or conviction of a criminal activity to the appropriate authorities, including the College of Paramedics of Manitoba
- Voluntarily self – report to the College any deviation from the Code of Ethics or Standards of Practice
- Recognize professional limitations and maintain professional relationship boundaries in all aspects of provision of care
- Ensure comments made in public and social media do not demean the profession of paramedicine, individuals within the profession and / or the College of Paramedics of Manitoba

## **Responsibility to Self**

The paramedic must:

- Understand the importance of personal safety and that paramedics are not obligated to place themselves in harm's way beyond what a reasonable paramedic would do
- Comply with health and workplace safety policies, procedures and legislation
- Comply with approved operational policies and procedures
- Maintain and demonstrate professional accountability, integrity, good character and reputation
- Maintain and improve professional competencies by actively engaging in continuing education and other opportunities for lifelong learning
- Maintain impartiality and recognize conflicts of interest
- Maintain mental and physical fitness to practise
- Understand the College of Paramedics of Manitoba, structure, roles, responsibilities, and its authority

## **Responsibility to Society**

The paramedic must:

- Serve society through the continued development of the paramedicine profession
- Foster innovative provision of care for the direct benefit of society
- Consider the social determinants of health in the provision of care
- Develop health education strategies to maximize health choices made by society