



College of Paramedics
of Manitoba

College of Paramedics of Manitoba Registrant and Employer Responsibilities/Employer Reporting

Presented to Paramedic
Employers in Manitoba

January 25, 2022

Protecting public interest through
regulatory excellence in paramedicine



Overview of Presentation

- Welcome
- Format of Presentation
- RHPA and Regulations and Practice Directions
- Overview of Key Sections of the Practice Direction Registrant and Employer Responsibilities



RHPA and Regulations

- Regulated Health Professions Act
- Practice of Paramedicine Regulation – sets the overall scope of practice of paramedicine
- College of Paramedics of Manitoba General Regulation – supports the RHPA in regulation that is specific to the profession of paramedicine
- <https://collegeparamb.ca/about/legislation/>



College of Paramedics of Manitoba Practice Directions

- Authority established in s.85 and s.86 of the RHPA; s. 5.7 in the CPMB General Regulation
- Practice directions set out requirements related to specific aspects of the RHPA, regulations and paramedic practice.
- Practice Directions also explain, add, or guide paramedics with respect to the subject matter described in the regulation or any other matter relevant to the practice of paramedicine.
- Compliance with approved practice directions is required as described under section 86 of the RHPA.
- Practice Directions are found on the college website: <https://collegeparamb.ca/professional-practice/practice-directions/>



Practice Direction: Registrant and Employer Responsibilities

- Paramedic Titles and Classes (p.3) – provides specific requirements related to sub-register classes and membership classes
 - Sub-registers: EMR; PCP; ACP; CCP
 - Membership classes: Full; Provisional; Temporary; Non-Practicing; Retired
- Information available to the public
- Obligation on part of registrant to keep information updated



Practice Direction: Registrant and Employer Responsibilities

Reserved Acts and Additional Training Reserved Acts (p.5)

- Reserved Acts for Paramedics outlined in Schedule in CPMB General Regulation
- Additional training – a course, program of study, or other structured process that meets approved criteria and the purpose of which is to provide a member with the competency to perform a reserved act.
- Please refer to: Practice Direction: Paramedic Scope of Practice (<https://collegeparamb.ca/wp-content/uploads/2021/05/Scope-of-Practice-1.pdf>) and Practice Direction: Additional Training for Reserved Acts (<https://collegeparamb.ca/wp-content/uploads/2020/11/Additional-Training-.pdf>)



Practice Direction: Registrant and Employer Responsibilities

Scope of Work/Scope of Practice (p. 6)

- Employers can set scope of work
- Scope of work needs to be in congruence with RHPA and Regulations
- Scope of work cannot exceed scope of practice
- Individual registrant responsibility related to scope of work/scope of practice
- Clinical Decision tools needs to support scope of work (care maps; protocols; medication administration) and must honor any SPA which exists



Practice Direction: Registrant and Employer Responsibilities

Documentation (p.8)

- Legal requirement in General Regulation (s.5.4)
- Completed immediately after patient hand off with copy left for receiving health care team
- Honor all PHIA requirements related to sharing and completion of personal health information
- Both registrants sign documentation; signature indicates agreement with what is recorded
- Must be signed with Name; Sub-Register level; Date and time



Practice Direction: Registrant and Employer Responsibilities

Interprofessional Collaborative Practice (p.9)

- Embedded in regulation (s5.3)
- Work collaboratively with patient, family and other health care professionals
- Ensure understand own role and that of other healthcare professionals and other emergency responders
- Comply with collaborative care policies, protocols, procedures



Practice Direction: Registrant and Employer Responsibilities

Employer Reporting (p.9)

- s.168(1)
- Suspension/Termination due to misconduct; incompetence; incapacity
- Notification via Employer Reporting form
- Registrant must receive a copy
- Executive Director evaluates information; communicates with registrant and determines if referral to CIC is required
- Dependent on action of Executive Director/Registrar the Employer may not be notified of the final disposition of the employer report



Practice Direction: Registrant and Employer Responsibilities

Duty to Report (p.10)

- s.138(1) in RHPA
- Legal obligation to report when registrant reasonably believes that another member of the same profession is:
 - Unfit to practice, incompetent, unethical
 - Suffers from a mental or physical disorder or illness that may affect fitness to practice
 - Should not preclude discussion with supervisors and managers



Thank you for
attending!

Happy to answer any
further questions!