



Program for Continuing Competency: Self-Assessment Supplement

Brief overview of you:

How many years have you practiced as a Paramedic? How long have you been licensed/registered?	
What is/are your current area(s) of practice? What employment do you engage that requires the knowledge and/or skills and/or judgement of a paramedic?	
How many years have you practiced in this/these area(s)?	
Do you plan on changing your area of practice in the coming year? If so, to what area?	

Self-Assessment Document

To complete the self-assessment:

1. Review and reflect on each indicator listed below in this tool
2. Rate (in the right-hand column) the extent to which you meet the professional expectation it describes by using the following scale:

Indicator	Description
1	I feel less confident about meeting the elements of this indicator. This might be a priority area of learning and enhancement for me, and I will consider making it a goal this PCC cycle.
2	I feel fairly confident about meeting the expectation of this indicator, but I could engage in learning activities to enhance it.
3	I feel very confident that I meet the expectation of this indicator. I will not engage learning in this area at this time but will reconsider my confidence level in the future.
N/A	This does not pertain to my current practice and/or my registration level (EMR, PCP, PCP-IC, ACP, CCP).

Note: using the N/A option means the indicator is not normally within your scope of practice or scope of work. *Example: 2.4 - Demonstrating willingness to initiate and participate in research projects.*

A registrant in the Emergency Medical Responder sub-register level would not have "initiating a research project" content included in the EMR education program, and so would not normally be expected to include initiating research in their professional practice. N/A would be an appropriate response to this indicator.



Self-Assessment Tool (fillable format)

Name:	
Registration Number:	
PCC Cycle: (A PCC cycle runs from April 1-March 31 annually)	
Completion Date: (Date this self-assessment was completed)	

1: Professional and Practice Proficiency	
I demonstrate accountability for clinical and technical practice by:	
1.1	Applying understanding of foundational knowledge within the practice of paramedicine. What is foundational knowledge? Human Anatomy, physiology (what is normal) and pathophysiology (what is abnormal) What is your proficiency level when applying this knowledge in your paramedic practice?
1.2	Being knowledgeable about the effects, side effects, interactions and safe administration of medications in the provision of care. What are the medications you have the responsibility of administering in your scope of work? What is your proficiency level when applying this knowledge in your paramedic practice?
1.3	Applying foundational knowledge and evidence in informed practice including clinical and social sciences, leadership, management, health and social services and public safety systems. What are the current standards for care other than assessment, procedures and medication administration – like culture, social and economic status, services available to patients/clients in your areas of practice, and/or through your employer? What is your proficiency level when applying this knowledge in your paramedic practice?
1.4	Applying and evaluating knowledge developed through experience, clinical analysis and research findings. What have you experienced in a clinical situation you were exposed to recently – that challenged your ability to make a sound clinical decision? What mechanisms have you developed to reflect on this experience and integrate your learning into practice? Have you accessed publications/research that might inform you and enhance your practice? What is your proficiency level when applying this knowledge in your paramedic practice?
1.5	Establishing and continuously developing critical and clinical judgment. What resources have you accessed to enhance your critical and clinical judgement? Colleagues? Medical staff? Clinical resources? Education resources and activities? What is your proficiency level when establishing and developing critical and clinical judgement?



1.6	Exhibiting proficiency in technical and psychomotor skills. What technical and/or psychomotor (those activities that are primarily movement oriented) skills are not or under-utilized in your practice, yet are still your responsibility to maintain competency as part of your scope of practice? What is your proficiency level when applying these skills in your paramedic practice?
1.7	Ensuring appropriate infection control standards are maintained. How familiar are you with employer infection control standards and the reason they are implemented (their purpose in protecting you and your patient/client)? What is your proficiency level when applying this knowledge in your paramedic practice?

2: Professionalism

I demonstrate accountability for professional practice by:

2.1	Using clinical and professional judgement to ensure informed consent and informed refusal of care. What are the employer policies regarding informed consent and refusal of care? Are you following the policies correctly? What are the legal/professional consequences of consent and refusal? What is your proficiency level when applying this knowledge in your paramedic practice?
2.2	Being accountable for the provision of care, advice provided, any failure to act, and any errors committed. What do you do when you make a clinical/documentation error? What are the employer policies regarding disclosure? What is your professional/ethical responsibility? What is your proficiency level when applying this knowledge in your paramedic practice?
2.3	Operating vehicles and equipment in a safe manner. How do you ensure you continue to operate vehicles in a safe manner and don't develop "drift" (unsafe habits) in the driving process? What is your proficiency level when applying this knowledge in your paramedic practice?
2.4	Demonstrating willingness to initiate and participate in research projects. What areas of paramedical practice do you wish there was more information regarding best practice or emerging trends? Are there local/jurisdictional and/or pan Canadian research projects that require participations (example COPR PERRS Project)? What is your proficiency level when offering your knowledge/experience to enhance paramedic practice beyond your practice setting?
2.5	Ensuring knowledge of relevant legislation, regulations, code of ethics, standards of practice and understanding how to interpret and apply them to your practice of paramedicine. How familiar are you with the Code of Ethics, Standards of Practice, Practice Directions and Expectations, and the legislation relevant to the CPMB? There have been a lot of changes. What is your proficiency level when applying this knowledge as a professional?
2.6	Initiating, maintaining and concluding the therapeutic paramedic client relationship. What are professional boundaries? When and why does a "therapeutic" relationship change and become inappropriate? What is your proficiency level when applying this knowledge in your paramedic practice?



2.7	Maintaining documentation of client care and observations that are chronological, legible, clear, timely, accurate and concise. <i>How well do you document? Have you developed habits that put you at risk should there be a process initiated that looks at your practice through the lens of your professional documentation? What are your employer/regulatory body policies and practice directions on documentation? What is your proficiency level when applying this knowledge in your paramedic practice?</i>
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3. Pedagogical (Education) Practice	
In practice I:	
3.1	Provide professional preceptorship, mentorship, leadership and supervision to students and colleagues. <i>Do you accept the responsibility of precepting students? Responding to those who have less experience and seek to enhance their practice by consulting with you? Are you aware of your professional responsibility to provide mentoring and supervision? What is your proficiency level when applying this as a professional?</i>
3.2	Am accountable for documentation and communications completed by students and colleagues to ensure accuracy, clarity and timeliness. <i>What are your professional responsibilities when it comes to ensuring the documentation for patient/client care you have participated in meets the expected employer and CPMB standards? How are you helping students appreciate the importance of and become good documenters? What is your proficiency level when applying this as a professional?</i>
3.3	Share my knowledge and expertise that contributes to the improvement and advancement of the profession. <i>How do you provide feedback to your employer and regulator to improve and advance the profession in Manitoba? What is your proficiency level when applying this as a professional?</i>

4. Health and Social	
I improve health systems, social systems, and public safety by:	
4.1	Providing health education and promotion, health awareness and injury and disease prevention. <i>How do you professionally communicate to patients/clients information that would enhance their health awareness and injury and disease prevention? What is your proficiency level when applying this knowledge as a professional?</i>
4.2	Seeking feedback from stakeholders in the planning, delivery and evaluation of health care provided to ensure safe practice and public safety. <i>How do you participate in stakeholder feedback processes to further enhance the paramedical care that can be provided? What is your proficiency level when applying this knowledge as a professional?</i>
4.3	Incorporating appropriate evidence for quality and safety improvements in health care and public safety.



	How do you ensure that what you do, and how you do it in your paramedic practice meets quality and safety standards? What is your proficiency level when applying this as a professional?
4.4	Supporting the client to learn and access appropriate health and social care in order to maintain or improve health. How aware are you of the resources available to patients/clients in your area/location of practice? What is your proficiency level when applying this knowledge as a professional?
4.5	Supporting and engaging in health care and public safety research that supports improvements in achieving health. What is your proficiency level when offering your knowledge/experience to enhance public health and safety beyond your practice setting?
4.6	Participating in the development, maintenance, and improvement of system-wide approaches to all aspects of client care. What groups/committees do you participate in that seeks to improve the operational and clinical aspects of patient/client care? What is your proficiency level when applying this knowledge as a professional?
4.7	Supporting and engaging the principals of collaborative care. How familiar are you with the principles of collaborative care? What are you employer/regulatory body policies and practice directions on collaborative care? What is your proficiency level when applying this knowledge as a professional?

5. Self-Regulation

I maintain current knowledge related to the profession by:

5.1	Maintaining current registration. How familiar are you with the different registration classifications with the CPMB? Are you registered correctly for your current practice? How do you prioritize your registration (including PLI) requirements?
5.2	Maintaining current knowledge related to the regulation of the profession. How familiar are you with the regulations that apply as a self-regulated professional in Manitoba? What do you do with the information in newsletters sent by the CPMB? With the information on the website? What is your proficiency level when applying this knowledge in your professional practice?
5.3	Supporting the mandate of the College of Paramedics of Manitoba to protect the public. How familiar are you with the responsibilities of a registrant when it comes to the mandate of the college? What do you do when you feel you are no longer competent in clinical practice? You encounter a colleague who is not competent in clinical practice? What is your proficiency level when applying this knowledge in your professional practice?
5.4	Maintaining an informed position with respect to regulatory changes, which affect practice. How familiar are you with the purpose of practice directions and expectations? Of the definition of "independent practice"? Of the new parameters and definition regarding the privilege of "delegation"? What is your proficiency level when applying this knowledge in your professional practice?



5.5	Practicing within the professions legislated Scope of Practice. How well do you understand the difference between scope of work and scope of practice? What are your professional responsibilities regarding competence for either or both? How familiar are you with the reserved acts that define your scope of practice? Of those reserved acts that you can access following additional training. What is your proficiency level when applying this knowledge in your professional practice?
5.6	Participating in professional meetings and activities. How actively do you contribute to the work of the College? Participate in the AGM? Attend Council meetings? Contribute to Committee work? What is your proficiency level when applying this knowledge in your professional practice?
5.7	Practicing within the Standards of Practice of the CPMB How familiar are you with the CPMB Standards of Practice? How does it affect your approach to professional practice? What is your proficiency level when applying this knowledge in your professional practice?

6. Continuing Competence	
I assume responsibility for attaining and maintaining competence relevant to own practice by:	
6.1	Demonstrating appropriate knowledge, skills and judgment related to my own practice. How do you demonstrate your knowledge, skills and judgement in your practice? What do you demonstrate well? What could use enhancing measures? What is your proficiency level when ensuring you can demonstrate paramedical knowledge skill and judgement?
6.2	Demonstrating awareness of the changing trends in paramedic practice, health and society that impact practice. What information do you access (pan-Canadian and international) that informs you of the changing trends in paramedicine? What is your proficiency level when demonstrating this awareness?
6.3	Demonstrate good stewardship of new graduates entering the profession. How do you mentor new graduates in the profession? Ensure they are enhancing their practice and fulfilling their professional responsibilities? What is your proficiency level when it comes to the stewardship of new graduates?
6.4	Continually assessing my own competence to identify learning needs and opportunities for growth and development. How do you evaluate your competence in your practice? How do you evaluate that yourself? With other practitioners? With your employer? What is your proficiency level when ensuring you can demonstrate competency?
6.5	Using reflective thought and feedback from others when assessing own practice. What mechanisms have you developed and utilized to be intentional about receiving feedback from others? Paramedic colleagues, nursing and medical colleagues, patients/clients, and their families? What is your proficiency level when ensuring you are receiving feedback, engaging reflective thought when assessing your practice?
6.6	Providing feedback to others to support their professional development. What mechanisms have you developed and utilized to be intentional about providing feedback to others? Paramedic colleagues, nursing and medical colleagues? What is



	your proficiency level when ensuring you are providing feedback, to others to support their practice?
6.7	Participating in the College of Paramedics of Manitoba Program for Continued Competence. How well do you know the PCC requirements? Have you accessed the available resources on the website? Engaged in consultation with CPMB staff when there are questions for clarification? Approached the PCC from the perspective of a mature practitioner and adult learning? What is your proficiency level when engaging the PCC?
6.8	Incorporating knowledge gained into practice. How do you integrate new learning from any education/experiential encounter? What mechanisms have you developed to ensure you intentionally incorporate new knowledge to enhance your practice? What is your proficiency level when incorporating knowledge into practice?
6.9	Maintaining a record of professional activities. How do you maintain a record of professional activities? Both paid and volunteer? What mechanism have you developed to ensure you can track your activities and reflect on their impact? What is your proficiency level when maintaining your professional portfolio?

7: Personal Health and Well-Being

As I maintain my personal health and well-being I:

7.1	Appreciate the benefits of an exercise program. How often do you engage in physical activity outside the workplace? Is addressing the need for maintaining physical health something you are intentional about? What mechanisms have you developed to measure the benefits? What is your proficiency level when addressing physical health needs through exercise?
7.2	Appreciate the benefits of having interests/hobbies/engaging with organizations that are not connected with my job. What activities/hobbies do you engage in that have nothing to do with your practice? What mechanisms have you developed to measure the benefits? Do you volunteer? What is your proficiency level when addressing mental health needs through interests/hobbies?
7.3	Appreciate the benefits of maintaining social contacts with friends outside my workplace. Do you have friends/healthy relationships outside your workplace and workplace colleagues? What mechanisms have you developed to measure the benefits? What is your proficiency level when addressing mental health needs through social contacts with friends outside of your workplace?
7.4	Familiarize myself with the CPMB Code of Ethics and the requirement to maintain mental and physical fitness to practice. How well do you engage the principle that your mental and emotional health are integral to your practice as a paramedic? How familiar am you with this section of the CPMB Code of Ethics? What is your proficiency level when addressing mental health needs as stipulated in the Code of Ethics?
7.5	Appreciate the benefits of regularly taking time off. How do you "take time off"? Disengage from the employer and work-related



	<p>responsibilities and ensure your “down time” is not interrupted? What mechanisms have you developed to measure the benefits? What is your proficiency level and intentionality about taking time off?</p>
7.6	<p>Maintaining awareness and understanding of the signs and symptoms of stress related injury and illness and the resources available to address them.</p> <p>How familiar are you with the signs and symptoms of stress-related injury and illness? What mechanisms have you developed to communicate concerns to colleagues? Your employer/CPMB about a colleague? Your colleagues about you? How familiar are you with the available resources and/or education opportunities regarding S&S of stress-related injury and illness? What is your proficiency level when recognizing and addressing S&S in yourself or others?</p>