

EMERGENCY MEDICAL ASSISTANT LICENSING BOARD PRACTITIONER'S ESSENTIAL COMPETENCIES COMPARISON

Full Name of Applicant (please print):	
Level of License (select one): Emergency Medical Responder <input type="checkbox"/> Primary Care Paramedic <input type="checkbox"/> Advanced Care Paramedic <input type="checkbox"/> Critical Care Paramedic <input type="checkbox"/>	Years of practise at present level: Employer
Name of Medical Director	Province/Territory/State/and Country

This document is for practioners applying for registration in British Columbia who are currently working as a responder or paramedic in another province/territory/state or country where their training program(s) has not been approved by the Emergency Medical Assistants Licensing Board (EMA Licensing).

The listed National Occupational Competency Profile competencies reflect practice at the Emergency Medical Responder, Primary Care Paramedic, Advanced Care Paramedic, Critical Care Paramedic level and are in accordance with the Paramedic Association of Canada (PAC), November 2011.

This form is to be completed by the Applicant and must be signed off by the Medical Director or Medical Oversight for the Applicant's current employer. A separate cover letter from the current Medical Director must be included which attests to the competencies indicated by the applicant before EMA Licensing will review the application.

Each competency for the 2011 NOCP is listed below. The applicant must indicate the attainment for each competency with:

N	Competency not met; or
Y	Applicant has attained competency

1.0	PROFESSIONAL RESPONSIBILITIES:	
1.1	Function as a Professional.	Competency Attained by Applicant
1.1.a	Maintain patient dignity at all times.	
1.1.b	Reflect professionalism through use of appropriate language.	
1.1.c	Dress appropriately and maintain personal hygiene.	
1.1.d	Maintain appropriate personal interaction with patients.	
1.1.e	Maintain patient confidentiality.	
1.1.f	Participate in quality assurance and enhancement programs.	
1.1.g	Promote awareness of emergency medical system and profession.	
1.1.h	Participate in professional association.	
1.1.i	Behave ethically.	
1.1.j	Function as patient advocate.	
1.2	Participate in Continuing Education and professional development.	
1.2.a	Develop personal plan for continuing professional development.	
1.2.b	Self-evaluate and set goals for improvement, as related to professional practice.	
1.2.c	Interpret evidence in medical literature and assess relevance to practice.	
1.3	Possess an understanding of the medicolegal aspects of the profession.	
1.3.a	Comply with scope of practice.	
1.3.b	Recognize the rights of the patient and the implications on the role of the provider.	

		Competency Attained by Applicant
1.3.c	Include all pertinent and required information on reports and medical records.	
1.4	Recognize and comply with relevant provincial and federal legislation.	
1.4.a	Function within relevant legislation, policies and procedures.	
1.5	Function effectively in a team environment.	
1.5.a	Work collaboratively with a partner.	
1.5.b	Accept and deliver constructive feedback.	
1.6	Make decisions effectively.	
1.6.a	Employ reasonable and prudent judgement.	
1.6.b	Practice effective problem-solving.	
1.6.c	Delegate tasks appropriately.	
1.7	Manage scenes with actual or potential forensic implications.	
1.7.a	Collaborate with law enforcement agencies in the management of crime scenes.	
1.7.b	Comply with ethical and legal reporting requirements for situations of abuse.	
2.0	COMMUNICATION:	
2.1	Practice effective oral communication skills.	
2.1.a	Deliver an organized, accurate and relevant report utilizing telecommunication devices.	
2.1.b	Deliver an organized, accurate and relevant verbal report.	
2.1.c	Deliver an organized, accurate and relevant patient history.	
2.1.d	Provide information to patient about their situation and how they will be treated.	
2.1.e	Interact effectively with the patient, relatives and bystanders who are in stressful situations.	
2.1.f	Speak in language appropriate to the listener.	

		Competency Attained by Applicant
2.1.g	Use appropriate terminology.	
2.2	Practice effective written communication skills.	
2.2.a	Record organized, accurate and relevant patient information.	
2.2.b	Prepare professional correspondence.	
2.3	Practice effective non-verbal communication skills.	
2.3.a	Exhibit effective non-verbal behaviour.	
2.3.b	Practice active listening techniques.	
2.3.c	Establish trust and rapport with patients and colleagues.	
2.3.d	Recognize and react appropriately to non-verbal behaviours.	
2.4	Practice effective interpersonal relations.	
2.4.a	Treat others with respect.	
2.4.b	Exhibit empathy and compassion while providing care.	
2.4.c	Recognize and react appropriately to persons exhibiting emotional reactions.	
2.4.d	Act in a confident manner.	
2.4.e	Act assertively as required.	
2.4.f	Exhibit diplomacy, tact and discretion.	
2.4.g	Exhibit conflict resolution skills.	
3.0	HEALTH AND SAFETY:	
3.1	Maintain good physical and mental health.	
3.1.a	Maintain balance in personal lifestyle.	
3.1.b	Develop and maintain an appropriate support system.	

		Competency Attained by Applicant
3.1.c	Manage personal stress.	
3.1.d	Practice effective strategies to improve physical and mental health related to career (shift work).	
3.1.e	Exhibit physical strength and fitness consistent with the requirements of professional practice.	
3.2	Practice safe lifting and moving techniques.	
3.2.a	Practice safe biomechanics.	
3.2.b	Transfer patient from various positions using applicable equipment and / or techniques.	
3.2.c	Transfer patient using emergency evacuation techniques.	
3.2.d	Secure patient safely to applicable equipment.	
3.3	Create and maintain a safe work environment.	
3.3.a	Assess scene for safety.	
3.3.b	Address potential occupational hazards.	
3.3.c	Conduct basic extrication.	
3.3.d	Exhibit defusing and self-protection behaviours appropriate for use with patients and bystanders.	
3.3.e	Conduct procedures and operations consistent with Workplace Hazardous Materials Information System (WHMIS) and hazardous materials management requirements.	
3.3.f	Practice infection control techniques.	
3.3.g	Clean and disinfect equipment.	
3.3.h	Clean and disinfect work environment (ambulance).	
4.0	ASSESSMENT AND DIAGNOSTICS:	
4.1	Conduct triage in a multiple-patient incident.	
4.1.a	Rapidly assess a scene based on the principles of a triage system.	
4.1.b	Assume different roles in a multiple patient incident.	

		Competency Attained by Applicant
4.1.c	Manage a multiple patient incident.	
4.2	Obtain patient history.	
4.2.a	Obtain list of patient's allergies.	
4.2.b	Obtain list of patient's medication profile.	
4.2.c	Obtain chief complaint and / or incident history from patient, family members and / or bystanders.	
4.2.d	Obtain information regarding patient's past medical history.	
4.2.e	Obtain information about patient's last oral intake.	
4.2.f	Obtain information regarding incident through accurate and complete scene assessment.	
4.3	Conduct complete physical assessment demonstrating appropriate use of inspection, palpation, percussion & auscultation, and interpret findings.	
4.3.a	Conduct primary patient assessment and interpret findings.	
4.3.b	Conduct secondary patient assessment and interpret findings.	
4.3.c	Conduct cardiovascular system assessment and interpret findings.	
4.3.d	Conduct neurological system assessment and interpret findings.	
4.3.e	Conduct respiratory system assessment and interpret findings.	
4.3.f	Conduct obstetrical assessment and interpret findings.	
4.3.g	Conduct gastrointestinal system assessment and interpret findings.	
4.3.h	Conduct genitourinary system assessment and interpret findings.	
4.3.i	Conduct integumentary system assessment and interpret findings.	
4.3.j	Conduct musculoskeletal assessment and interpret findings.	
4.3.k	Conduct assessment of the ears, eyes, nose and throat and interpret findings.	
4.3.l	Conduct neonatal assessment and interpret findings.	

		Competency Attained by Applicant
4.3.m	Conduct psychiatric assessment and interpret findings.	
4.3.n	Conduct pediatric assessment and interpret findings.	
4.3.o	Conduct geriatric assessment and interpret findings	
4.3.p	Conduct bariatric assessment and interpret findings	
4.4	Assess vital signs.	
4.4.a	Assess pulse.	
4.4.b	Assess respiration.	
4.4.c	Conduct non-invasive temperature monitoring.	
4.4.d	Measure blood pressure by auscultation.	
4.4.e	Measure blood pressure by palpation.	
4.4.f	Measure blood pressure with non-invasive blood pressure monitor.	
4.4.g	Assess skin condition.	
4.4.h	Assess pupils.	
4.4.i	Assess level of consciousness.	
4.5	Utilize diagnostic tests.	
4.5.a	Conduct oximetry testing and interpret findings.	
4.5.b	Conduct end-tidal CO2 monitoring and interpret findings.	
4.5.c	Conduct glucometric testing and interpret findings.	
4.5.d	Conduct peripheral venipuncture.	
4.5.e	Obtain arterial blood samples via radial artery puncture.	
4.5.f	Obtain arterial blood samples via arterial line access.	

		Competency Attained by Applicant
4.5.g	Conduct invasive core temperature monitoring and interpret findings.	
4.5.h	Conduct pulmonary artery catheter monitoring and interpret findings.	
4.5.i	Conduct central venous pressure monitoring and interpret findings.	
4.5.j	Central Venous Access.	
4.5.k	Conduct arterial line monitoring and interpret findings.	
4.5.l	Interpret laboratory data.	
4.5.m	Conduct 3-lead electrocardiogram (ECG) and interpret findings.	
4.5.n	Obtain 12-lead electrocardiogram (ECG) and interpret findings.	
4.5.o	Interpret radiological data.	
4.5.p	Interpret data from CT, ultrasound and MRI.	
4.5.q	Conduct urinalysis by macroscopic method.	
5.0	THERAPUTICS:	
5.1	Maintain patency of upper airway and trachea.	
5.1.a	Use manual manoeuvres and positioning to maintain airway patency.	
5.1.b	Suction oropharynx.	
5.1.c	Suction beyond oropharynx.	
5.1.d	Utilize oropharyngeal airway.	
5.1.e	Utilize nasopharyngeal airway.	
5.1.f	Utilize airway devices not requiring visualization of vocal cords and not introduced endotracheally.	
5.1.g	Utilize airway devices not requiring visualization of vocal cords and introduced endotracheally.	
5.1.h	Utilize airway devices requiring visualization of vocal cords and introduced endotracheally.	

		Competency Attained by Applicant
5.1.i	Remove airway foreign bodies (AFB).	
5.1.j	Remove foreign body by direct techniques.	
5.1.k	Conduct percutaneous cricothyroidotomy.	
5.1.l	Conduct surgical cricothyroidotomy.	
5.2	Prepare oxygen delivery devices.	
5.2.a	Prepare oxygen delivery.	
5.2.b	Utilize portable oxygen delivery systems.	
5.3	Deliver oxygen and administer manual ventilation.	
5.3.a	Administer oxygen using nasal cannula.	
5.3.b	Administer oxygen using low concentration mask.	
5.3.c	Administer oxygen using controlled concentration mask.	
5.3.d	Administer oxygen using high concentration mask.	
5.3.e	Administer oxygen using pocket mask.	
5.4	Utilize ventilation equipment.	
5.4.a	Provide oxygenation and ventilation using manual positive pressure devices (bag-valve-mask).	
5.4.b	Recognize indications for mechanical ventilation.	
5.4.c	Prepare mechanical ventilation equipment.	
5.4.d	Provide mechanical ventilation.	
5.5	Implement measures to maintain hemodynamic stability.	
5.5.a	Conduct cardiopulmonary resuscitation (CPR).	
5.5.b	Control external hemorrhage through the use of direct pressure and patient positioning.	

		Competency Attained by Applicant
5.5.c	Maintain peripheral intravenous (IV) access devices and infusions of crystalloid solutions without additives.	
5.5.d	Conduct peripheral IV cannulation.	
5.5.e	Conduct intraosseous needle insertion.	
5.5.f	Utilize direct pressure infusion devices with intravenous infusions.	
5.5.g	Administer volume expanders (colloid and non-crystalloid).	
5.5.h	Administer blood and /or blood products.	
5.5.i	Conduct automated external defibrillation.	
5.5.j	Conduct manual defibrillation.	
5.5.k	Conduct cardioversion.	
5.5.l	Conduct transcutaneous pacing.	
5.5.m	Maintain transvenous pacing.	
5.5.n	Maintain intra-aortic balloon pumps.	
5.5.o	Provide routine care for patient with urinary catheter.	
5.5.p	Provide routine care for patient with ostomy drainage system.	
5.5.q	Provide routine care for patient with non-catheter urinary drainage system.	
5.5.r	Monitor chest tubes.	
5.5.s	Conduct needle thoracostomy.	
5.5.t	Conduct oral and nasal gastric tube insertion.	
5.5.u	Conduct urinary catheterization.	
5.5.v	Use of IV pumps.	
5.5.w	Access portacaths.	

		Competency Attained by Applicant
5.5.x	Maintain central IV infusions with or without additives.	
5.6	Provide basic care for soft tissue injuries.	
5.6.a	Treat soft tissue injuries.	
5.6.b	Treat burn.	
5.6.c	Treat eye injury.	
5.6.d	Treat penetration wound.	
5.6.e	Treat local cold injury.	
5.6.f	Provide routine wound care.	
5.7	Immobilize actual and suspected fractures.	
5.7.a	Immobilize suspected fractures involving appendicular skeleton.	
5.7.b	Immobilize suspected fractures involving axial skeleton.	
5.7.c	Reduce (realignment) of limb threatening fractures and dislocations	
5.8	Administer medications.	
5.8.a	Recognize principles of pharmacology as applied to the medications listed in Appendix 5.	
5.8.b	Follow safe process for the responsible medication administration.	
5.8.c	Administer medication via subcutaneous route.	
5.8.d	Administer medication via intramuscular route.	
5.8.e	Administer medication via intravenous route.	
5.8.f	Administer medication via intraosseous route.	
5.8.g	Administer medication via endotracheal route.	
5.8.h	Administer medication via sublingual route.	

		Competency Attained by Applicant
5.8.i	Administer medication via buccal route.	
5.8.j	Administer medication via topical route.	
5.8.k	Administer medication via oral route.	
5.8.l	Administer medication via rectal route.	
5.8.m	Administer medication via inhalation route.	
5.8.n	Administer medication via intranasal route.	
5.8.o	Provide patient assist according to provincial list of medications.	
6.0	INTEGRATION:	
6.1	Utilize differential diagnosis skills, decision-making skills and psychomotor skills in providing care to patients.	
6.1.a	Provide care to patient experiencing illness or injury primarily involving cardiovascular system.	
6.1.b	Provide care to patient experiencing illness or injury primarily involving neurological system.	
6.1.c	Provide care to patient experiencing illness or injury primarily involving respiratory system.	
6.1.d	Provide care to patient experiencing illness or injury primarily involving genitourinary / reproductive systems.	
6.1.e	Provide care to patient experiencing illness or injury primarily involving gastrointestinal system.	
6.1.f	Provide care to patient experiencing illness or injury primarily involving integumentary system.	
6.1.g	Provide care to patient experiencing illness or injury primarily involving musculoskeletal system.	
6.1.h	Provide care to patient experiencing illness primarily involving immune system.	
6.1.i	Provide care to patient experiencing illness primarily involving endocrine system.	
6.1.j	Provide care to patient experiencing illness or injury primarily involving the eyes, ears, nose and throat.	
6.1.k	Provide care to patient experiencing illness or injury due to poisoning or overdose.	
6.1.l	Provide care to patient experiencing non-urgent medical problem.	

		Competency Attained by Applicant
6.1.n	Provide care to patient experiencing illness or injury due to extremes of temperature or adverse environments.	
6.1.o	Provide care to patient based on understanding of common physiological, anatomical, incident and patient-specific field trauma criteria that determine appropriate decisions for triage, transport and destination.	
6.1.p	Provide care for patient experiencing psychiatric crisis.	
6.1.q	Provide care for patient in labour (obstetrical).	
6.2	Provide care to meet the needs of special patient groups.	
6.2.a	Provide care for neonatal patient.	
6.2.b	Provide care for pediatric patient.	
6.2.c	Provide care for geriatric patient.	
6.2.d	Provide care for physically impaired patient.	
6.2.e	Provide care for mentally impaired patient.	
6.2.f	Provide care for bariatric patient.	
6.3	Conduct ongoing assessments and provide care.	
6.3.a	Conduct ongoing assessments based on patient presentation and interpret findings.	
6.3.b	Re-direct priorities based on assessment findings.	
7.0	TRANSPORTATION:	
7.1	Prepare ambulance for service.	
7.1.a	Conduct vehicle maintenance and safety check.	
7.1.b	Recognize conditions requiring removal of vehicle from service.	
7.1.c	Utilize all vehicle equipment and vehicle devices within ambulance.	

7.2	Drive ambulance or emergency response vehicle.	Competency Attained by Applicant
7.2.a	Utilize defensive driving techniques.	
7.2.b	Utilize safe emergency driving techniques.	
7.2.c	Drive in a manner that ensures patient comfort and a safe environment for all passengers.	
7.3	Transfer patient to air ambulance.	
7.3.a	Create safe landing zone for rotary-wing aircraft.	
7.3.b	Safely approach stationary rotary-wing aircraft.	
7.3.c	Safely approach stationary fixed-wing aircraft.	
7.4	Transport patient in air ambulance.	
7.4.a	Prepare patient for air medical transport.	
7.4.b	Recognize the stressors of flight on patient, crew and equipment, and the implications for patient care.	
8.0	HEALTH PROMOTION AND PUBLIC SAFETY:	
8.1	Integrate professional practice into community care.	
8.1.a	Participate in health promotion activities and initiatives.	
8.1.b	Participate in injury prevention and public safety activities and initiatives.	
8.1.c	Work collaboratively with other members of the health care community.	
8.1.d	Utilize community support agencies as appropriate.	
8.2	Contribute to Public Safety Through Collaboration with Other Emergency Response Agencies.	
8.2.a	Work collaboratively with other emergency response agencies.	
8.2.b	Work within an incident management system (IMS).	
8.3	Participate in the Management of a Chemical, Biological, Radiological, Nuclear, Explosive (CBRNE) incident.	
8.3.a	Recognize indicators of agent exposure.	

		Competency Attained by Applicant
8.3.b	Possess knowledge of personal protective equipment (PPE).	
8.3.c	Perform CBRNE scene size-up.	
8.3.d	Conduct triage at CBRNE incident.	
8.3.e	Conduct decontamination procedures.	
8.3.f	Provide medical care to patients involved in CBRNE incident.	

APPENDIX 5 - MEDICATIONS

Please identify which medication groups are currently within the Applicant's scope of practice.

N	Medication not within scope of practice; or
Y	Medication within scope of practice

A	Medications Affecting the Central Nervous System	Applicants Medication Competency
A.1	Opioid Antagonists (Narcan [Naloxone])	
A.2	Anaesthetics	
A.3	Anticonvulsants (Midazolam [versed])	
A.4	Antiparkinsonism Agents	
A.5	Anxiolytics, Hypnotics and Antagonists (Midazolam [versed])	
A.6	Neuroleptics	
A.7	Non-narcotic analgesics (Entonox [Nitrous Oxide]; Acetaminophen)	
A.8	Opioid Analgesics (Morphine)	
A.9	Paralytics	
B	Medications Affecting the Autonomic Nervous System	
B.1	Adrenergic Agonists (Epinephrine)	
B.2	Adrenergic Antagonists	
B.3	Cholinergic Agonists	
B.4	Cholinergic Antagonists (Atropine)	
B.5	Antihistamines (Benadryl [Diphenhydramine])	
C	Medications Affecting the Respiratory System	
C.1	Bronchodilators (Ventolin [Salbutamol]; Atrovent [Ipratropium Bromide])	
D	Medications Affecting the Cardiovascular System	
D.1	Antihypertensive Agents	
D.2	Cardiac Glycosides	
D.3	Diuretics (Lasix [Furosemide])	
D.4	Class 1 Anti dysrhythmics (Lidocaine; Pronestryl [Procainamide])	
D.5	Class 2 Anti dysrhythmics	
D.6	Class 3 Anti dysrhythmics	
D.7	Class 4 Anti dysrhythmics	
D.8	Antianginal Agents (Nitroglycerine)	
D.9	Vasodilators	
D.10	Vasopressors (Levophed, Vasopressin, Ephedrine, Phenylephrine)	



D.11	Inotropes (Dopamine, Dobutamine, Milrinone, Levosimendan)	
D.12	Miscellaneous Antidysrhythmics (Adenosine; Magnesium Sulphate; Calcium Chloride)	
E	Medications Affecting Blood Clotting Mechanisms	Applicants Medication Competency
E.1	Anticoagulants (Heparin)	
E.2	Thrombolytics (TPA, RPA, TNK)	
E.3	Platelet Inhibitors (ASA [Acetylsalicylic Acid])	
F	Medications Affecting the Gastrointestinal System	
F.1	Antiemetics (Gravol [Dimenhydrinate])	
G	Medications Affecting Labour, Delivery and Postpartum Hemorrhage	
G.1	Uterotonics	
G.2	Tocolytics	
H	Medications Used to Treat Electrolyte and Substrate Imbalances Medications	
H.1	Vitamin and Electrolyte Supplements (Thiamine; Calcium Chloride)	
H.2	Antihypoglycemic Agents (Glucagon; Dextrose [D ₁₀ W; D ₅₀ W])	
H.3	Insulin	
I	Medications Used to Treat/prevent Inflammatory Responses and Infections	
I.1	Corticosteroids	
I.2	NSAID (ASA [Acetylsalicylic Acid])	
I.3	Antibiotics	
I.4	Immunizations	
J	Medications Used to Treat Poisoning and Overdose	
J.1	Antidotes or Neutralizing Agents (Calcium Chloride)	

Medical/Operations Director Name (print)	Signature of Medical/Operations Director:	Date Signed:
Medical/Operations Director's Telephone #	Medical/Operations Director's Email Address	
Comments:		