



Paramedic Chiefs
of Canada

Chefs Paramédics
du Canada

Randy Mellow

President, Paramedic Chiefs of Canada

*Global Paramedic Leadership
Mental Health Summit*





BIGGEST RIOT

I AM
A
LITTLE
UPSET.

IN CANADIAN HISTORY



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WOMENS OLYMPIC HOCKEY



CANADA VS. US

2018 Winter Olympics: Team USA women's hockey beats Canada in gold medal thriller

The United States took down Canada 3-2 in a dramatic shootout win, capturing their first gold in 20 years



by **Pete Blackburn** [@PeteBlackburn](#) Feb 22, 2018 • 2 min read



2018 WINTER OLYMPICS





SILLY AMERICANS

Hockey is for Canadians



ON BEHALF OF ALL CANADIANS,

SORRY

**FOR BEING SO AWESOME
ALL THE TIME.**



#ANYTHINGFORHOCKEY



ENGLAND



CANADA



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Our Mission

To advance and align Paramedic Leadership in Canada

How do we accomplish this?

- Sharing of best practices
- Engaging with industry stakeholders
- Partner with Paramedic associations around the globe
- Provide a national platform for discussion
- Professional development for future leaders
- Currently have over 300 Paramedic Chiefs, managers, leaders who are members of our association



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PCC Board of Directors

The map shows the following provinces and territories with arrows pointing to them:

- YUKON
- NORTHWEST TERRITORIES
- NUNAVUT
- ALBERTA
- MANITOBA
- ONTARIO
- QUEBEC
- NEWFOUNDLAND AND LABRADOR
- PRINCE EDWARD ISLAND
- NEW BRUNSWICK
- NOVA SCOTIA

An inset map shows the United Kingdom, Ireland, and London. A portrait of a man in a dark uniform is shown in the top right corner of the map area.

Below the map is a row of ten portraits of the PCC Board of Directors members:

- Portrait 1: Man in a dark suit and tie.
- Portrait 2: Man in a dark polo shirt.
- Portrait 3: Man in a dark uniform with medals.
- Portrait 4: Man in a white paramedic uniform.
- Portrait 5: Man in a dark uniform with a Canadian flag.
- Portrait 6: Man in a dark uniform with a cap.
- Portrait 7: Man in a dark uniform with a Canadian flag.
- Portrait 8: Man in a dark polo shirt.
- Portrait 9: Man in a white paramedic uniform.
- Portrait 10: Man in a white paramedic uniform.



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Paramedic Services in Canada

Service Delivery Models

BC – Provincial health services authority

AB - Provincial model

SK - Fifty percent contracted; fifty percent direct delivery

MB – Five regional health authorities

ON - Provision of Ambulance Service is the responsibility of municipalities

QC – Montreal and Laval are run by one government system, the rest of the province is private or run by co-op.

NB – Provincial model

NS – Contracted province wide

NFLD – Provincial: four health authorities

PEI – Provincial system

YK – Provincial model



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Types of Paramedics per province

BC – PCP, ACP and CCP

(Act/Regs)

AB – EMS practitioner, EMR (first aid) PCP, ACP

(Self Reg-College)

SK – PCP and ACP

(Self Reg-College)

MB – EMR, EMT, PCP, ACP and CCP

(Self Reg-College)

ON – PCP, ACP and CCP

(Act/Regs)

QC – PCP and ACP

(Act/Regs)

NB – PCP and ACP

(Self Reg-College)

NS - PCP, ACP and CCP

(Self Reg-College)

PEI – PCP and ACP

(Act/Regs)

NFLD - EMR, PCP, ACP and CCP

(Act/Regs)

YK – EMR (1st aid), PCP, ACP, CCP

(Act/Regs)



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Numbers of Paramedics per Province

British Columbia	4,474
Alberta	5,600
Saskatchewan	2,000
Manitoba	2,300
Ontario	7,698
Quebec	5,000
New Brunswick	1,000
Nova Scotia	900
Prince Edward Island	170
Newfoundland	1,000
Yukon	240

Number of Paramedic Services By Country



Side by Side Comparison

				
AGENCIES	8	13	119	19,000
POPULATION	23,780,000	65,140,000	35,850,000	321,400,000
POPULATION PER AGENCY	2,972,500	5,010,769	301,261	19,916

Side by Side Comparison





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Paramedic Chiefs of Canada Presentation to National Roundtable on Post-Traumatic Stress Disorder





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PTSD & Mental Health

What is the problem?

- There is no all-encompassing off-the-shelf solution for prevention or mitigation of operational stress injuries.
- There is currently a lack of coordinated research, duplication of efforts, and an absence of continuity within the responder communities, and political and geographic jurisdictions.





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PTSD & Mental Health



What is the problem?

- Post-Traumatic Stress Symptomology or Disorder appears to be increasing in public discourses such as we find in the news, in emergency responder services such as the military, fire and police services and in its diagnosis among front line paramedic service employees.
- Statistics are somewhat scarce and those that we have must be carefully interpreted, it appears that claims filed with workers compensation concerning PTSD among paramedic services staff are on the upswing in at least some of our jurisdictions.



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What is the problem?

It has been suggested that the culture of reporting workplace Occupational Stress Injury among the paramedic population is similar to college sexual assault cases. That is to say there is an underlying desire not to report these occurrences as there is stigma associated by doing so.





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What is the problem?

We need a comprehensive occupational stress injury strategy that needs to include a large catchment of psychological issues, in addition to PTSS-PTSD itself;

- Critical incident stress
- Anxiety and depression
- Cumulative stress, compassion fatigue and burnout
- Alcohol and substance use
- Previous trauma history (family, previous military service, childhood trauma)
- Risks for suicidality



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What is the problem?

Table
Rates of Posttraumatic Stress Disorder Among Paid Emergency Service Workers

<i>Study</i>	<i>%</i>	<i>N</i>
Paramedics		
Bennett et al. (2005)	22	612
Clohessy & Ehlers (1999)	21	56
Berger et al. (2007)	5.6*	234
Police		
West et al. (2008)	19	912
Maia et al. (2007)	9	152
Carlier, Lamberts, & Gersons (1997)	7	262
Firefighters		
Heinrichs et al. (2005)	16.3	43
Haslam & Mallon (2003)	6.5	31
Del Ben, Scotti, Chen, & Fortson (2006)	5	131

*Note. Studies cited include those factoring all components of posttraumatic stress disorder (PTSD) according to the Diagnostic and Statistical Manual of Mental Disorders (DSM), III or IV, to allow for increased reference samples. Studies assessing emergency service workers with the Impact of Event Scale were not included because they do not account for all aspects of PTSD according to the DSM. *Rate of PTSD for a group of paramedics in Brazil. They are unique because they have a paramilitary organization that may represent a support structure different from those in North America, Europe, or Australia.*



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What are we doing about this?

- The National Research Agenda for Paramedics, the National Research Gap Analysis and the Canadian Safety and Security Program (CSSP), Paramedic Community of Practice priorities all recognize more research as important for the health of the profession.
- PCC and PAC in cooperation with the Canadian Standards Association have applied for a grant (from the Ontario MOL) to develop paramedic profession specific standards for health and wellness building upon the existing CSA z1003 Psychological Health and Safety in the Workplace standard.



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What are we doing about this?

Paramedic Chiefs of Canada have created an ad-hoc committee and drafted a report dedicated to operational and psychological stress injury in Paramedics.

The focus of the report;

- A simple needs assessment of paramedic services across the country to better understand what their issues are in terms of stress and employee psychological health and what services they currently offer.
- Promising approaches and services addressing cumulative and post-traumatic stress among paramedic services.



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What are we doing about this?

Continue to work with researchers and academia to better understand the issue.

- Halpern, J., Maunder, R. G., Schwartz, B., & Gurevich, M. (2010). Identifying risk of emotional sequelae after critical incidents. *Emergency Medicine Journal*, emj-2009.
- Among the participants of this study, high depressive score was present in 24%, burnout 29%, high physical reactions to stress (somatisation symptoms) present in 16% and high post-traumatic symptoms (IES-R) were present in 8%.



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What we know..

- There is a definitively established empirical link between different kinds of workplace stresses and posttraumatic stress.
- There is a linkage between operational stress (the day to day stresses of the job) and posttraumatic stress, as well as an interaction between operational stress and critical incident stress that further exacerbated that risk.



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What do we need – Research & Resources

- National, coordinated research amongst first responder community
- Studies that go beyond prevalence of PTSD
- Evaluation of best practices in early intervention
- Research on determinants of health and determinants for the likelihood of experiencing OSI & PTSD.
- Expanded scope and coordination of efforts.
- Research on proper treatment and outcome efficacy.
- Tools and resources for our leaders that can be effective in prevention, mitigation, treatment, support and reintegration.



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- The Paramedic Chiefs of Canada applaud Minister Goodale in his mandate to work with stakeholders develop a coordinated national action plan on post-traumatic stress disorder, which disproportionately affects public safety officers.
- The Paramedic Chiefs of Canada welcome the opportunity to work with the federal government and partners to assist in coordination, research and communication to ensure the safety of our first responders and the citizens of Canada.



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PTSD Mental Health



- We look forward to hearing how we, along with the tri-services community could review the opportunity to collaborate with “The Case for the Canadian Institute for Public Safety Research and Treatment: providing evidence-based national standards for the assessment, treatment, and long-term care of public safety personnel“



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Fast Forward to 2018

CIPSRT

- Government proposes to provide \$20 million over five years, beginning in 2018-19, to support a new national research consortium between the Canadian Institutes of Health Research and the Canadian Institute for Public Safety Research and Treatment.
- The Government proposes to invest \$10 million over 5 years, starting in 2018-19, for Public Safety Canada to work with the Canadian Institute for Public Safety Research and Treatment to develop an Internet-based Cognitive Behavioural Therapy pilot as a means of providing greater access to care and treatment for public safety officers across Canada.



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Thank you

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