

Job Class Profile: Primary Care Paramedic**Pay Level: CG-29 Point Band: 622-675**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	3	4	5	7	4	4	4	2	6	
Points	140	67	32	33	120	87	83	43	64	669

JOB SUMMARY

The Primary Care Paramedic performs pre-hospital emergency care in accordance with the policies and protocols of the Provincial Medical Oversight (PMO) and provides safe transportation of seriously ill or injured persons to hospital. Work involves providing pre-hospital scene intervention including comprehensive assessment and treatment of patients while ensuring adherence to the paramedicine standards of practice. Work involves the provision of care within the scope of practice of Primary Care Paramedic (PCP) including administering medications and initiating IV therapy. May also function as a preceptor for paramedic students.

Key and Periodic Activities

- Provides patient care in accordance with life support care standards in the pre-hospital setting.
- Conducts physical and mental patient assessments using visualization, palpation and auscultation to formulate a diagnosis and treatment plan. Documents patient data.
- Performs life saving and critical interventions to patients including advanced airway management.
- Communicates effectively with patients when providing care.
- Conducts and interprets electrocardiograms (EKG).
- Initiates IV therapy including peripheral venipuncture, IV fluids and rate calculation.
- Interprets cardiac rhythms; conducts chest auscultations.
- Performs therapeutic administration of drugs utilizing correct precautions and techniques. Applies basic mathematics to ensure accurate medication dosages. Observes and documents the effects of drugs administered.
- Drives ambulance (in accordance with Highway Traffic Act) to scene of emergency and performs site assessment.
- Provides safe, routine, non-emergency transfers to receiving medical facilities for medical appointments and check-ups and return transport to nursing/respite homes.
- Completes a variety of reports including Patient Care, Ambulance Call, Incident and Vehicle Check.
- Maintains required documentation on drugs used.
- Provides assistance to physicians and nurses in the Emergency department regarding patient care.
- Maintains ambulances and emergency vehicles in a clean and sanitary condition. Restocks supplies, cleans equipment and ensures all equipment is in working condition.
- Preceptors and mentors paramedic students during field placements to ensure students meet required competencies.

Key and Periodic Activities

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| <ul style="list-style-type: none"> — Participates in Continuing Medical Education (CME). — Calibrates medical equipment (i.e. glucometers). |
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SKILL

Knowledge

General and Specific Knowledge:

- Patient care, assessment and treatments
- CPR
- First Aid
- IV Therapy
- Ambulance operations and medical equipment

Formal Education and/or Certification(s):

- Minimum: Successful completion of the Primary Care Paramedicine program (37 week course).
- Registered with the Department of Health
- Valid Class 4 Driver's license.
- Annual certification in CPR and IV therapy.
- 40 hours of Continuing Medical Education (CME).

Years of Experience:

- Minimum: 1 year of experience.

Competencies:

- Good driving ability
- Computer skills
- Written and oral communication skills
- Ability to perform various medical procedures
- Ability to operate a variety of medical equipment

Interpersonal Skills

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| <ul style="list-style-type: none"> — A range of interpersonal skills are utilized including listening to information from others and asking questions to gather information is vital during patient assessments to gain relevant information needed to provide quality care (i.e. medical history, allergy and prescription drug information); providing routine and complex information and direction to others is important to ensure safety during an emergency situation; providing care and comfort to patients in need of emergency medical care; instructing, teaching, coaching and mentoring of paramedicine students; dealing with upset or angry people at emergency scenes and providing expert advice regarding medical care. — Communications occur with employees within the immediate work area, department and organization; paramedicine students; supervisors, managers and members of the general public. — The most significant contacts would be with other Paramedics as they typically work as part of a team; patients/general public to whom care is provided; supervisors, managers and other health professionals including physicians and nurses. |
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EFFORT

Physical Effort
<ul style="list-style-type: none"> — Work demands occasionally result in fatigue, requiring periods of rest. — Lifting and moving patients and equipment such as medical bags (between 25-50 lbs), stretchers (100 lbs) and patients occurs regularly. — Sitting, standing, walking and driving to/from emergency situations are all regular aspects of the work performed. Job demands also require working in awkward or cramped positions requiring bending, stretching or kneeling. — Manual and physical activities include fine finger or precision work to operate a variety of medical equipment and to initiate and conduct procedures such as IV therapy; gross motor skills requiring strength and coordination to lift and move patients in a safe manner; utilizing medical equipment requiring very controlled movement and physical balance is required when working in an emergency situation.
Concentration
<ul style="list-style-type: none"> — Visual concentration or alertness is required to drive ambulances in traffic, at night as well as in adverse weather conditions; to complete site and patient assessments; to provide patient care and to administer medications. — Auditory concentration is required to communicate with patients to obtain medical history and related information; to coordinate with other emergency personnel during an emergency situation and as part of conducting a patient assessment. — Other sensory demands such as touch and smell are utilized during patient assessments. — Repetition requiring alertness is evident when performing patient assessment (i.e. obtaining vital signs); driving to and from emergency situations requires alertness to road and traffic conditions and/or hazards and to be aware of possible patient complications. — Higher than normal levels of attentiveness or alertness for the health and safety of others is evident when responding to emergency calls (i.e. driving to and from the scene; performing site and patient assessments and to provide care within the scope of practice). — Time pressures exist in the pre-hospital setting as a patient's life may be at-risk depending on the response times to and from an emergency situation. — Interruptions in work vary but could include family members or others interfering with an emergency situation. — Lack of control over work pace occurs as a result of the number of calls for service and depends on the nature of the call (typically an emergency situation). — Eye hand coordination is required to perform most medical procedures with patients (i.e. establishing IV, advanced airway procedures, medical/drug administration) and to drive an ambulance while operating lights, sirens and radios. — Exact results and precision is essential in assessing and treating patients (i.e. IV therapy, patient vital signs) and to provide an accurate patient presentation to the emergency department.
Complexity
<ul style="list-style-type: none"> — Work typically involves tasks and activities which are different but use similar skills and knowledge. Work involves the provision of care within the scope of practice of Primary Care Paramedic (PCP) including IV Therapy (peripheral venipuncture, IV fluids, and rate calculation), chest auscultations and cardiac rhythm interpretation. — Typical challenge would be a patient in need of emergency medical care as each

patient/scenario is different and presents different challenges. Some scenarios are complex and may require a variety of actions and solutions while others may be straightforward and can be handled in the pre-hospital setting.

- References available to address typical challenges include organizational policies, procedures and guidelines; Provincial Medical Oversight protocols (to oversee patient treatment with regards to protocols for certain medical/traumatic emergencies such as chest pain, childbirth, diabetics, C-spine immobilization and mass casualty incidents); Mental Health Act regarding the treatment and transport of persons with psychiatric/psychological emergencies; Supervisors and Managers as well as access to an Online Medical Control physician via telephone.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are generally prescribed or controlled as there are organizational policies and procedures to follow and patient care protocols exist regarding patient treatment and medication administration. Daily work tasks are performed independently.
- Independent decisions can be made regarding patient treatment and these decisions are based on guidelines, organizational policies and procedures and Provincial Medical Oversight protocols.
- All decisions made are reviewed and are addressed only if the decision or treatment was given outside of protocol.
- Supervisory approval would be required for the implementation of a new drug and how it is administered.
- Some discretion is exercised in the determination of treatment required and whether transportation to a hospital is required. Direct communication with the Online Medical Physician for guidance may be exercised. Decisions are often made in high stress environments therefore some discretion is exercised in the decision-making process.
- Discretion and judgment is exercised in the implementation of the C-spine policy based on patient information.
- A high degree of independent discretion and judgment is exercised regarding at what speed to travel when responding to emergency calls, taking into account factors such as road and traffic conditions.

Impact

- Results of work tasks and activities are directly felt by the patients and the general public through the provision of care and within the immediate work area and department in terms of discussions among staff regarding treatment provided.
- Results of work tasks and activities impact the health and safety of the general public; equipment used in terms of medical supplies and equipment and corporate image in terms of providing safe and competent care to the public throughout a region.
- Consequences of mistakes or errors are directly felt within the immediate work area, department, organization as well as outside the organization and on the general public. Mistakes in medication administration to a patient could lead to extreme consequences (i.e. death) or be minor in nature (no patient harm). Mistakes in the performance of work duties would be reviewed by the Provincial Medical Oversight which determines if any further action is required (i.e. suspension or loss of license to practice).
- Results of consequences of mistakes or errors may be directly felt on medical equipment; processes and systems in terms of procedures and techniques utilized; health and safety of the

general public and corporate image if litigation results from the mistake made and the consequence of that mistake.

- Typical time frame required to identify and resolve consequences of mistakes or errors is generally within hours.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- Development and leadership responsibilities exist and include providing on-the-job advice, guidance and feedback to co-workers and orientation to new hires.
- Acts as a preceptor or mentor to paramedic students which includes delegating tasks and providing advice, guidance, feedback and expertise regarding work duties and skill competencies.

WORKING CONDITIONS

Environmental Working Conditions

- Special precautions and safety equipment are utilized including personal protective equipment (i.e. blood resistant uniforms, gloves, safety footwear and sometimes gowns, masks and goggles) as well as reflective safety vests and protective headwear is carried and worn when necessary. Survival suits are worn during winter rescues.
- Moderate to significant likelihood of minor cuts, bruises, abrasions, minor illnesses, fractures, injury or illness resulting in partial or total disability.
- Exposure to a variety of working conditions in the pre-hospital setting vary depending upon the nature of the ambulance call but may include distracting noise, odours, sharp objects, toxic substances, hazardous materials, fumes, awkward or confined spaces, wet or slippery surfaces, physical dangers, bodily fluids, infectious diseases and limited lighting.