

Appendix: B	PDN: 6000.12	Last Updated: November 24, 2005	Subject: Essential Competencies ICP	Page 1 of 12
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For each competency included in the profile, a degree of competency is listed, defined as follows:

N	Competency not applicable
Y	Practitioner is practising competency

Note: Effective October 1, 2001 EHS no longer registers new ICP's. All the competencies listed below **are not NOCP degrees of competency**, these are all **NS ICP degrees of competency**.

1.0	PROFESSIONAL RESPONSIBILITIES	NS ICP Degrees of Competency
1.1	Function as a Professional	
1.1.a	Maintain patient dignity at all times.	Y
1.1.b	Reflect professionalism through use of appropriate language.	Y
1.1.c	Dress appropriately and maintain personal hygiene.	Y
1.1.d	Maintain appropriate personal interaction with patients.	Y
1.1.e	Maintain patient confidentiality.	Y
1.1.f	Participate in quality assurance and enhancement programs.	Y
1.1.g	Utilize community support agencies as appropriate.	Y
1.1.h	Promote awareness of EMS system and profession.	Y
1.1.i	Participate in professional association.	Y
1.1.j	Behave ethically.	Y
1.1.k	Function as patient advocate.	Y
1.2	Participate in Continuing Education	
1.2.a	Develop personal plan for continuing professional development.	Y
1.2.b	Self-evaluate and set goals for improvement, as related to professional practice.	Y
1.2.c	Interpret evidence in medical literature and assess relevance to practice.	Y
1.3	Possess An Understanding of the Medico legal Aspects of the Profession	
1.3.a	Comply with scope of practice.	Y
1.3.b	Recognize "patient rights" and the implications on the role of the provider.	Y
1.3.c	Include all pertinent and required information on ambulance call report forms.	Y
1.4	Recognize and Comply With Relevant Provincial and Federal Legislation	
1.4.a	Function within relevant legislation, policies and procedures.	Y

1.0	PROFESSIONAL RESPONSIBILITIES (Cont)	NS ICP Degrees of Competency
1.5	Function Effectively in a Team Environment	
1.5.a	Work collaboratively with a partner.	Y
1.5.b	Accept and deliver constructive feedback.	Y
1.5.c	Work collaboratively with other emergency response agencies.	Y
1.5.d	Work collaboratively with other members of health care team.	Y
1.6	Make Decisions Effectively	
1.6.a	Exhibit reasonable and prudent judgement.	Y
1.6.b	Practice effective problem-solving.	Y
1.6.c	Delegate tasks appropriately.	Y
2.0	COMMUNICATION	NS ICP Degrees of Competency
2.1	Practice Effective Oral Communication Skills	
2.1.a	Deliver an organized, accurate and relevant report utilizing telecommunication devices.	Y
2.1.b	Deliver an organized, accurate and relevant verbal report.	Y
2.1.c	Deliver an organized, accurate and relevant patient history.	Y
2.1.d	Provide information to patient about their situation and how they will be treated.	Y
2.1.e	Interact effectively with the patient, relatives and bystanders who are in stressful situations.	Y
2.1.f	Speak in language appropriate to the listener.	Y
2.1.g	Use appropriate terminology.	Y
2.2	Practice Effective Written Communication Skills	
2.2.a	Record organized, accurate and relevant patient information.	Y
2.2.b	Prepare professional correspondence.	Y
2.3	Practice Effective Non-verbal Communication Skills	
2.3.a	Exhibit effective non-verbal behaviour.	Y
2.3.b	Practice active listening techniques.	Y
2.3.c	Establish trust and rapport with patients and colleagues.	Y
2.3.d	Recognize and react appropriately to non-verbal behaviours.	Y
2.4	Practice Effective Interpersonal Relations	
2.4.a	Treat others with respect.	Y
2.4.b	Exhibit empathy and compassion while providing care.	Y
2.4.c	Recognize and react appropriately to individuals and groups manifesting coping mechanisms.	Y

2.0	COMMUNICATION (cont)	NS ICP Degrees of Competency
2.4	Practice Effective Interpersonal Relations (cont)	
2.4.d	Act in a confident manner.	Y
2.4.e	Act assertively as required.	Y
2.4.f	Manage and provide support to patients, bystanders and relatives manifesting emotional reactions.	Y
2.4.g	Exhibit diplomacy, tact and discretion.	Y
2.4.h	Exhibit conflict resolution skills.	Y
3.0	HEALTH AND SAFETY	NS ICP Degrees of Competency
3.1	Maintain Good Physical and Mental Health	
3.1.a	Maintain balance in personal lifestyle.	Y
3.1.b	Develop and maintain an appropriate support system.	Y
3.1.c	Manage personal stress.	Y
3.1.d	Practice effective strategies to improve physical and mental health related to shift work.	Y
3.1.e	Exhibit physical strength and fitness consistent with the requirements of professional practice.	Y
3.2	Practice Safe Lifting and Moving Techniques	
3.2.a	Practice safe biomechanics.	Y
3.2.b	Transfer patient from various positions using applicable equipment and / or techniques.	Y
3.2.c	Transfer patient using emergency evacuation techniques.	Y
3.2.d	Secure patient safely to applicable equipment.	Y
3.2.e	Lift patient and stretcher in and out of ambulance with partner.	Y
3.3	Create and Maintain a Safe Work Environment	
3.3.a	Assess scene for safety.	Y
3.3.b	Address potential occupational hazards.	Y
3.3.c	Conduct basic extrication.	Y
3.3.d	Exhibit defusing and self-protection behaviours appropriate for use with patients and bystanders.	Y
3.3.e	Conduct procedures and operations consistent with Workplace Hazardous Materials Information System (WHMIS) and hazardous materials management requirements.	Y
3.3.f	Practice infection control techniques.	Y
3.3.g	Clean and disinfect equipment.	Y
3.3.h	Clean and disinfect emergency vehicle.	Y

4.0	ASSESSMENT AND DIAGNOSTICS	NS ICP Degrees of Competency
4.1	Conduct Triage	
4.1.a	Rapidly assess a scene based on the principles of a triage system.	Y
4.1.b	Assume different roles in a mass casualty incident.	Y
4.1.c	Manage a mass casualty incident.	Y
4.2	Obtain Patient History	
4.2.a	Obtain list of patient's allergies.	Y
4.2.b	Obtain list of patient's medications.	Y
4.2.c	Obtain chief complaint and / or incident history from patient, family members and / or bystanders.	Y
4.2.d	Obtain information regarding patient's past medical history.	Y
4.2.e	Obtain information about patient's last oral intake.	Y
4.2.f	Obtain information regarding incident through accurate and complete scene assessment.	Y
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.	Y
4.3.b	Conduct secondary patient assessment and interpret findings.	Y
4.3.c	Conduct cardiovascular system assessment and interpret findings.	Y
4.3.d	Conduct neurological system assessment and interpret findings.	Y
4.3.e	Conduct respiratory system assessment and interpret findings.	Y
4.3.f	Conduct obstetrical assessment and interpret findings.	Y
4.3.g	Conduct gastrointestinal system assessment and interpret findings.	Y
4.3.h	Conduct genitourinary system assessment and interpret findings.	Y
4.3.i	Conduct integumentary system assessment and interpret findings.	Y
4.3.j	Conduct musculoskeletal assessment and interpret findings.	Y
4.3.k	Conduct assessment of the immune system and interpret findings.	Y
4.3.l	Conduct assessment of the endocrine system and interpret findings.	Y
4.3.m	Conduct assessment of the ears, eyes, nose & throat and interpret findings.	Y
4.3.n	Conduct multi-system assessment and interpret findings.	Y
4.3.o	Conduct neonatal assessment and interpret findings.	Y
4.3.p	Conduct psychiatric assessment and interpret findings.	Y
4.4	Assess Vital Signs	
4.4.a	Assess pulse.	Y

4.0	ASSESSMENT AND DIAGNOSTICS (Cont)	NS ICP Degrees of Competency
4.4	Assess Vital Signs (cont)	
4.4.b	Assess respiration.	Y
4.4.c	Conduct non-invasive temperature monitoring.	Y
4.4.d	Measure blood pressure (BP) by auscultation.	Y
4.4.e	Measure BP by palpation.	Y
4.4.f	Measure BP with non-invasive BP monitor.	Y
4.4.g	Assess skin condition.	Y
4.4.h	Assess pupils.	Y
4.4.i	Assess Level of Mentation.	Y
4.5	Utilize Diagnostic Tests	
4.5.a	Conduct oximetry testing and interpret findings.	Y
4.5.b	Conduct end-tidal CO2 monitoring and interpret findings.	Y
4.5.c	Conduct glucometric testing and interpret findings.	Y
4.5.d	Conduct peripheral venipuncture.	Y
4.5.e	Obtain arterial blood samples via radial artery puncture.	N
4.5.f	Obtain arterial blood samples via arterial line access.	N
4.5.g	Conduct invasive core temperature monitoring and interpret findings.	N
4.5.h	Conduct pulmonary artery catheter monitoring and interpret findings.	N
4.5.i	Conduct central venous pressure monitoring and interpret findings.	N
4.5.j	Conduct arterial line monitoring and interpret findings.	N
4.5.k	Interpret lab and radiological data.	N
4.5.l	Conduct 3-lead electrocardiogram (ECG) and interpret findings.	N
4.5.m	Obtain 12-lead ECG and interpret findings.	N
5.0	THERAPEUTICS	NS ICP Degrees of Competency
5.1	Maintain Patency of Upper Airway and Trachea	
5.1.a	Use manual manoeuvres and positioning to maintain airway patency.	Y
5.1.b	Suction oropharynx.	Y
5.1.c	Suction beyond oropharynx.	Y
5.1.d	Utilize oropharyngeal airway.	Y
5.1.e	Utilize nasopharyngeal airway.	Y
5.1.f	Utilize airway devices not requiring visualization of vocal cords and not introduced endotracheally.	N

5.0	THERAPEUTICS (cont)	NS ICP Degrees of Competency
5.1	Maintain Patency of Upper Airway and Trachea (cont)	
5.1.g	Utilize airway devices not requiring visualization of vocal cords and introduced endotracheally.	Y
5.1.h	Utilize airway devices requiring visualization of vocal cords and introduced endotracheally.	Y
5.1.i	Remove airway foreign bodies (AFB).	Y
5.1.j	Remove foreign body by direct techniques.	Y
5.1.k	Conduct percutaneous cricothyroidotomy.	N
5.1.l	Conduct surgical cricothyroidotomy.	N
5.1.m	Rapid sequence intubation.	N
5.2	Prepare Oxygen Delivery Devices	
5.2.a	Recognize indications for oxygen administration.	Y
5.2.b	Take appropriate safety precautions.	Y
5.2.c	Ensure adequacy of oxygen supply.	Y
5.2.d	Recognize different types of oxygen delivery systems.	Y
5.2.e	Utilize portable oxygen delivery systems.	Y
5.3	Deliver Oxygen and Administer Manual Ventilation	
5.3.a	Administer oxygen using nasal cannula.	Y
5.3.b	Administer oxygen using low concentration mask.	Y
5.3.c	Administer oxygen using controlled concentration mask.	Y
5.3.d	Administer oxygen using high concentration mask.	Y
5.3.e	Administer oxygen using pocket mask.	Y
5.4	Prepare Mechanical Ventilation Equipment	
5.4.a	Provide oxygenation and ventilation using bag-valve-mask.	Y
5.4.b	Recognize indications for mechanical ventilation.	Y
5.4.c	Prepare mechanical ventilation equipment.	N
5.4.d	Provide mechanical ventilation.	N
5.5	Implement Measures to Maintain Hemodynamic Stability	
5.5.a	Conduct cardiopulmonary resuscitation (CPR).	Y
5.5.b	Control external hemorrhage through the use of direct pressure and patient positioning.	Y
5.5.c	Maintain peripheral intravenous (IV) access devices and infusions of crystalloid solutions without additives.	Y

5.0	THERAPEUTICS (cont)	NS ICP Degrees of Competency
5.5	Implement Measures to Maintain Hemodynamic Stability (cont)	
5.5.d	Conduct peripheral intravenous IV cannulation.	Y
5.5.e	Conduct intraosseous needle insertion.	N
5.5.f	Utilize direct pressure infusion devices with intravenous infusions.	N
5.5.g	Administer volume expanders (colloid and non-crystalloid).	N
5.5.h	Administer blood and /or blood products.	N
5.5.i	Conduct automated external defibrillation	Y
5.5.j	Conduct manual defibrillation	N
5.5.k	Conduct cardioversion.	N
5.5.l	Conduct transcutaneous pacing.	N
5.5.m	Maintain transvenous pacing.	N
5.5.n	Maintain intra-aortic balloon pumps.	N
5.5.o	Provide routine care for patient with urinary catheter.	Y
5.5.p	Provide routine care for patient with ostomy drainage system.	Y
5.5.q	Provide routine care for patient with non-catheter urinary drainage system.	Y
5.5.r	Monitor chest tubes.	N
5.5.s	Conduct needle thoracostomy.	N
5.5.t	Conduct oral and nasal gastric tube insertion.	N
5.5.u	Conduct urinary catheterization.	N
5.5.v	Use of IV pumps.	Y
5.5.w	Access portacaths.	N
5.5.x	Insertion of chest needle decompression catheter.	N
5.5.x.1	Insertion of chest needle decompression catheter & heimlich valve.	N
5.5.y	Maintain and initiate peripheral IV infusions with Lidocaine, Heparin & Oxytocin only.	Y
5.5.y.1	Maintain and initiate peripheral IV infusions with or without additives.	N
5.5.z.	Maintain central IV infusions without additives.	Y
5.5.z.1	Maintain IV infusions with Lidocaine or Heparin only & access central lines.	Y
5.5.z.2	Maintain and access central IV infusions with or without additives.	N
5.5.z.3	Conduct femoral IV cannulation.	N

5.0	THERAPEUTICS (Cont)	NS ICP Degrees of Competency
5.6	Provide Basic Care for Soft Tissue Injuries (cont)	
5.6.a	Treat soft tissue injuries.	Y
5.6.b	Treat burn.	Y
5.6.c	Treat eye injury.	Y
5.6.d	Treat penetration wound.	Y
5.6.e	Treat local cold injury.	Y
5.7	Immobilize Actual and Suspected Fractures	
5.7.a	Immobilize suspected fractures involving appendicular skeleton.	Y
5.7.b	Immobilize suspected fractures involving axial skeleton.	Y
5.7.c	Realignment of limb threatening fractures and dislocations	Y
5.8	Administer Medications	
5.8.a	Recognize principles of pharmacology as applied to the medications listed in Medication Groups.	Y
5.8.b	Follow safe process for the responsible medication administration.	Y
5.8.c	Administer medication via subcutaneous route.	Y
5.8.d	Administer medication via intramuscular route.	Y
5.8.e	Administer medication via intravenous route.	Y
5.8.f	Administer medication via intraosseous route.	N
5.8.g	Administer medication via endotracheal route.	Y
5.8.h	Administer medication via sublingual route.	Y
5.8.i	Administer medication via topical route.	Y
5.8.j	Administer medication via oral route.	Y
5.8.k	Administer medication via rectal route.	Y
5.8.l	Administer medication via inhalation.	Y
6.0	INTEGRATION	NS ICP Degrees of Competency
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.	Y
6.1.b	Provide care to patient experiencing illness or injury primarily involving neurological system.	Y
6.1.c	Provide care to patient experiencing illness or injury primarily involving respiratory system.	Y

6.0	INTEGRATION (Cont)	NS ICP Degrees of Competency
6.1	Utilize Differential Diagnosis Skills, Decision-making Skills and Psychomotor Skills in Providing Care to Patients. (Cont)	
6.1.d	Provide care to patient experiencing illness or injury primarily involving genitourinary / reproductive systems.	Y
6.1.e	Provide care to patient experiencing illness or injury primarily involving gastrointestinal system.	Y
6.1.f	Provide care to patient experiencing illness or injury primarily involving integumentary system.	Y
6.1.g	Provide care to patient experiencing illness or injury primarily involving musculoskeletal system.	Y
6.1.h	Provide care to patient experiencing illness primarily involving immune system.	Y
6.1.i	Provide care to patient experiencing illness primarily involving endocrine system.	Y
6.1.j	Provide care to patient experiencing illness or injury primarily involving the eyes, ears, nose and throat.	Y
6.1.k	Provide care to patient experiencing illness or injury due to poisoning or overdose.	Y
6.1.l	Provide care to patient experiencing non-urgent medical problem.	Y
6.1.m	Provide care to patient experiencing terminal illness.	Y
6.1.n	Provide care to patient experiencing illness or injury due to extremes of temperature or adverse environments.	Y
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.	Y
6.1.p	Provide care for patient experiencing psychiatric crisis.	Y
6.1.q	Provide care for patient in labour.	Y
6.1.r	Perform procedural sedation.	N
6.2	Provide Care to Meet the Needs of Special Patient Groups	
6.2.a	Provide care for neonatal patient.	Y
6.2.b	Provide care for pediatric patient.	Y
6.2.c	Provide care for geriatric patient.	Y
6.2.d	Provide care for physically-challenged patient.	Y
6.2.e	Provide care for mentally-challenged patient.	Y

6.0	INTEGRATION (cont)	NS ICP Degrees of Competency
6.3	Conduct Ongoing Assessments and Provide Care	
6.3.a	Conduct ongoing assessments based on patient presentation and interpret findings.	Y
6.3.b	Re-direct priorities based on assessment findings.	Y
7.0	TRANSPORTATION	NS ICP Degrees of Competency
7.1	Prepare Ambulance for Service	
7.1.a	Conduct vehicle maintenance and safety check.	Y
7.1.b	Recognize conditions requiring removal of vehicle from service.	Y
7.1.c	Utilize all vehicle equipment and vehicle devices within ambulance.	Y
7.2	Drive Ambulance or Similar Type Vehicle	
7.2.a	Utilize defensive driving techniques.	Y
7.2.b	Utilize safe emergency driving techniques.	Y
7.2.c	Drive in a manner that ensures patient comfort and a safe environment for all passengers.	Y
7.3	Transfer Patient to Air Ambulance	
7.3.a	Create safe landing zone for rotary-wing aircraft.	Y
7.3.b	Safely approach stationary rotary-wing aircraft.	Y
7.3.c	Safely approach stationary fixed-wing aircraft.	Y
7.4	Transport Patient in Air Ambulance	
7.4.a	Prepare patient for air medical transport.	N
7.4.b	Recognize the stressors of flight on patient, crew and equipment, and the implications for patient care.	N

MEDICATIONS

The list below is marked with an “X” to indicate the groups of pharmacologic agents with which a NS ICP is familiar.

	MEDICATION GROUPS	NS ICP Medications
A.	Medications Affecting the Central Nervous System	
A.1	Opioid Antagonists (Naloxone)	X
A.2	Anaesthetics	

A.	MEDICATION GROUPS (Cont)	NS ICP Medications
	Medications Affecting the Central Nervous System (Cont)	
A.3	Anticonvulsants (Diazepam)	X
A.4	Antiparkinsonism Agents	
A.5	Anxiolytics, Hypnotics and Antagonists	
A.6	Neuroleptics	
A.7	Non-narcotic analgesics	
A.8	Opioid Analgesics (Morphine)	X
A.9	Paralytics	
B.	Medications Affecting the Autonomic Nervous System	
B.1	Adrenergic Agonists (Epinephrine)	X
B.2	Adrenergic Antagonists	
B.3	Cholinergic Agonists	
B.4	Cholinergic Antagonists (Atropine)	X
B.5	Antihistamines	
C.	Medications Affecting the Respiratory System	
C.1	Bronchodilators (Salbutamol)	X
D.	Medications Affecting the Cardiovascular System	
D.1	Antihypertensive Agents	
D.2	Cardiac Glycosides	
D.3	Diuretics	
D.4	Class 1 Anti dysrhythmics (Lidocaine)	X
D.5	Class 2 Anti dysrhythmics	
D.6	Class 3 Anti dysrhythmics	
D.7	Class 4 Anti dysrhythmics	
D.8	Antianginal Agents (Nitroglycerine)	X
D.9	Vasodilators	
E.	Medications Affecting Blood Clotting Mechanisms	
E.1	Anticoagulants (Heparin)	X
E.2	Thrombolytics	
E.3	Platelet Inhibitors (ASA)	X
F.	Medications Affecting the Gastrointestinal System	
F.1	Antiemetics (Dimenhydrinate)	X

	MEDICATION GROUPS (Cont)	NS ICP Medications
G.	Medications Affecting Labour, Delivery and Postpartum Hemorrhage	
G.1	Uterotonics (Oxytocin)	X
G.2	Tocolytics	
H.	Medications Used to Treat Electrolyte and Substrate Imbalances	
H.1	Vitamin and Electrolyte Supplements	
H.2	Antihypoglycemic Agents and Insulin (Glucagon)	X
H.3	Insulin	
I.	Medications Used to Treat/prevent Inflammatory Responses and Infections	
I.1	Corticosteroids	
I.2	NSAID	
I.3	Antibiotics	
I.4	Immunizations	
J.	Medications Used to Treat Poisoning and Overdose	
J.1	Antidotes or Neutralizing Agents (Sodium Bicarbonate)	X
K.	Other	
K.1	Topical anaesthetic eye drops	X