

# ANNUAL REPORT PŪRONGA Ā TAU 2023-2024



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**TOWARDS EVOLUTION**



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# ABOUT THE AUSTRALASIAN COLLEGE OF PARAMEDICINE

The Australasian College of Paramedicine is the peak professional body representing and supporting paramedics to provide the best person-centred care to communities across Australasia through leadership, education, research and advocacy.

Paramedics are best known for their involvement in the delivery of out-of-hospital emergency medical care through their work with the various ambulance service organisations, in the industrial and private sector services, and as part of humanitarian and relief operations. The role of paramedics is now broadening as they become more integrated into primary care settings and are utilised in innovative models of care in the community.

Our members include paramedics at all clinical levels across health, community, industrial, military and hospital settings, paramedicine academics and researchers, student paramedics, doctors and nurses working in the emergency medicine field, non-paramedic qualified staff working in paramedicine, retrievalists, first responders, volunteers, call-takers and dispatchers.



## MEMBERSHIP

Member Category	NSW	VIC	QLD	SA	WA	TAS	ACT	NT	NZ	Int'l	Total
Members	2074	1179	1477	644	528	366	119	86	627	56	7156

Members

7,156

Guest subscribers

7,021

Growth in full fee members (Member / Associate / Fellow) throughout the year:

Member Category	NSW	VIC	QLD	SA	WA	TAS	ACT	NT	NZ	Total
Member / Associate / Fellow	-5%	9%	15%	2%	15%	-1%	5%	1%	1%	4%

Event attendances

2,684

eLearning enrolments

9,769

Total Events

54

Recording enrolments

10,180

Response Magazines

4

Email campaigns sent

193

Podcast listens

8,309

Advocacy submissions

40\*

\*Submissions are counted as consultation engagement i.e.: surveys, written submissions, and group forums

## 2024-2028 Strategic Plan | Mahere Rautaki

In 2024, the College launched its 2024-2028 Strategic Plan | Mahere Rautaki, Evolution, which presents a vision that encapsulates the College's commitment to advancing the field of paramedicine for the betterment of our communities.

### Our Vision | Moemoeā

Lead the evolution of paramedicine to improve health outcomes for our communities.

Our vision is an ambitious call to action, challenging us to be at the forefront of change and innovation in paramedicine. It reflects our unwavering dedication to driving positive health outcomes and ensuring the wellbeing of the communities we serve. As leaders, it is our responsibility to navigate the evolving landscape of healthcare and pave the way for paramedicine to make a lasting impact.

### Our Purpose | Kaupapa

Engage the profession, drive excellence, advance paramedicine.

Our purpose encapsulates the core principles that define our existence - engagement, excellence, and advancement. By actively engaging paramedics, students, and the broader profession, we seek to foster a sense of unity and collaboration. Through the pursuit of excellence, we strive to set new standards for paramedicine, constantly pushing boundaries to enhance the quality of care we provide. As we advance paramedicine, we contribute to the overall improvement of healthcare systems and outcomes.

### Our Values | Whanonga pono

Values: Collaborative, Compassion, Inclusion, Integrity, Respect

At the heart of the College lie the values that guide our actions and decisions. We are committed to fostering a collaborative environment where the collective wisdom of our members propels us forward. Compassion underscores every interaction, reminding us of the human element in paramedicine. Inclusion ensures that diversity is celebrated, and every voice is heard. Integrity is our bedrock, and respect is the cornerstone of our relationships; with each other and with the communities we serve.

### We Collaborate:

We work together, sharing and fostering information and ideas, to achieve our objectives.

### We are Compassionate:

We provide a culture of care where we listen to, acknowledge, and support each other.

### We are Inclusive:

We welcome, include, value, and engage equitably with all people and ideas.

### We act with Integrity:

We engage openly and honestly, take appropriate action, and own our outcomes.

### We are Respectful:

We recognise our diversity and value each other's perspective and contribution.

## SOCIAL MEDIA FOLLOWERS:



12,000



3,000



3,300



6,700



439



## CHAIR'S REPORT

Ryan Lovett

As we reflect on the past year, it is with immense pride that I present the Chair's Report for the Australasian College of Paramedicine's 2023-24 Annual Report. This year has been a testament to our unwavering commitment to advancing the field of paramedicine and improving health outcomes for our communities. Our strategic objectives, outlined in the 2024-2028 Strategic Plan, have guided our efforts and achievements, positioning us at the forefront of change and innovation in paramedicine.

The launch of our 2024-2028 Strategic Plan "Evolution" marks an important milestone for the College. This plan encapsulates our vision to lead the evolution of paramedicine, ensuring positive health outcomes and improved wellbeing of the communities we serve. Our purpose, to engage the profession, drive excellence, and advance paramedicine, is reflected in every initiative we undertake.

One of the most notable achievements this year has been our involvement in the Australian Government, Department of Health and Aged Care's Independent Review: "Unleashing the Potential of our Health Workforce: Scope of Practice Review." This initiative has been pivotal in promoting the recognition of paramedics in primary care settings and multi-disciplinary teams. Our key objectives for paramedics in this context are focused on improving patient access, expanding career opportunities for paramedics, and highlighting the enablers and barriers to paramedic utilisation in primary care. The explicit acknowledgment of

paramedicine in the review's Issues Papers marks a significant step forward for our profession.

Our advocacy efforts have seen considerable developments across several areas, which will bear fruit in the coming 12 months. The College commissioned the Australasian Paramedicine Workforce Survey, a collaborative three-year research piece led by Dr Liz Thyer from Western Sydney University, which examines demographic, career trajectory, work motivations and conditions for those working within the paramedicine workforce. The first data collection occurred in late 2023, with the first report released in July 2024, just outside this reporting period. The College has also been working closely with key stakeholders and the Australian Bureau of Statistics on the ANZSCO reclassification project, with paramedics set to be recognised as a health profession, whereas it had been classified as health worker occupation. The new classification structure for Australia will be released in late 2024.

The research journal Paramedicine has continued to make significant strides this year. Since its launch, the journal has become a cornerstone of our efforts to advance paramedicine research. The editorial team, led by Editor-in-Chief Dr Paul Simpson, has implemented a best practice approach to establishing a transparent and ethical editorial process. The journal's membership with the Committee on Publishing Ethics (COPE) and its commitment to quality and professional publishing practices has

raised the standards for paramedicine research. The journal's focus on driving a quality agenda internationally has been reflected in its strong editorial performance and the positive impact it has had on the paramedicine community.

Our work on frameworks and pathways has also been a key focus this year. The development of the Clinical Practice Framework and Professional Practice Programs will be influential in defining career pathways for paramedics beyond the current specialist level. These initiatives have been designed to enhance the clinical practice of paramedics and support their continued professional development. The widespread professional consultation we conducted this year has provided valuable insights and helped us identify priorities to support the paramedic workforce.

As we look to the future, we remain committed to our vision and purpose. The achievements of the past year are a testament to the dedication and hard work of our members, volunteers, and staff. Together, we will continue to lead the evolution of paramedicine, driving excellence and advancing the profession for the betterment of our communities. Thank you for your continued support for and commitment to the Australasian College of Paramedicine.

I commend the 2024 Annual Report to you.

Ryan Lovett  
Chair



## CEO'S REPORT

John Bruning

It is with pleasure that I present the CEO's Report for the College's 2023-24 Annual Report. This year has been marked by significant operational activities and achievements that have advanced our mission to support paramedics and improve health outcomes for our communities.

Our operational activities have been guided by our strategic pillars: Lead, Engage, Inspire, and Enhance. These pillars have shaped our initiatives and driven our efforts to support our members, the broader paramedicine profession and its integration and recognition across health systems.

Engagement with our members and the broader community has been a priority. We restructured our membership department and established a Member Engagement Team to enhance our outreach and support. The launch of our Ambassador program has been a key initiative, fostering peer-to-peer mentorship and promoting the benefits of membership. Our highly valued Member Committees have been actively driving local events and activities, ensuring that each jurisdiction has support and representation.

Supporting the continued professional development of paramedics is a cornerstone of our efforts. We have developed and delivered a range of eLearning modules and professional programs designed to meet the needs of paramedics at all stages of their careers. Our premier event, the Australasian College of Paramedicine International Conference (ACPIC), continues to be a highlight of the reporting year, once again delivering a highly engaging and high-quality program for members to explore the latest professional and research developments.

Enhancing the member experience has been a key focus. We have invested in technologies and strategies to make our future interactions with the College seamless and enriching. Our digital transformation project is underway, aimed at improving access and utilisation for members and visitors. This project includes significant back-end work to our website, member portal, and education platform, with the goal of building a foundation for new and improved features in the coming years.

Our commitment to research and innovation has been unwavering. The Research Advisory Committee has been at the forefront of our efforts to drive knowledge and advance paramedicine. The Research Agenda for Australasian Paramedicine (RAAP) has been a significant initiative, providing meaningful direction for coordinated and collaborative research activities. The Committee's work in facilitating peer-review workshops and mentoring programs has been instrumental in enhancing the quality of paramedicine research.

As we move forward, we remain dedicated to our mission of supporting paramedics and improving health outcomes for our communities. The achievements of the past year reflect the hard work and dedication of our volunteers and staff. Without the hundreds of members who volunteer to support the work of the College, much of what we do wouldn't be possible. I am wonderfully supported by a great team of staff, and Ryan and the Board of Directors. Together, we will continue to drive excellence and advance the profession of paramedicine.

John Bruning  
CEO



# BOARD OF DIRECTORS



**RYAN LOVETT**  
FACPara

Qualifications: Diploma Paramedical Science, Associate Degree in Emergency Management, Executive Masters in Public Administration

Experience: ACP Director since October 2019, Chair since October 2020; Director and Vice Chair ACAP NSW 2005-2012, National Director ACAP 2006-2011; Director Skerric, Program Lead, Hospital to Community Integration Wellbeing SA; Executive Director Statewide Operational Service SA Ambulance Service; NSW Health Emergency Management Unit, Senior Manager NSW Ambulance

Special Responsibilities: Chair



**SIMONE HAIGH**  
ASM, FACPara

Qualifications: Graduate Diploma Advanced Paramedicine, Bachelor of Human Movement - Sports Science, Associate Degree Paramedic Studies.

Experience: ACP Director since October 2019, Vice Chair 2019-20, 2023 - present; PA Director 2014-2020; Vice President 2018-2020; Ambulance Tasmania Coordinator of Clinical Practice, Clinical Support Officer, Intensive Care Paramedic, Paramedic Educator, Branch Station Officer; President, Ambulance Executive Sub-branch HACSU; Assistant Secretary, National Council of Ambulance Unions 2016-2020; University of Tasmania Clinical Tutor.

Special Responsibilities: Vice Chair.



**CLIVE ADDISON**  
GAICD

Qualifications: Bachelor of Commerce, Graduate Australian Institute of Company Directors

Experience: ACP Director since July 2020; Key Pharmaceuticals Board Chair and Director 2021-2022; Migraine Australia, Director 2019-2020; Key Pharmaceuticals Interim CEO 2020 - February 2021, CEO/General Manager 2010-2018; Glaxo Smith Kline, Vice President and various roles, 1995-2009; Australian Self-medication Industry, Committee Member 1995-2000.

Special Responsibilities: Audit & Risk Committee Chair.



**ANGUS ARMOUR**  
FAICD, FFIN

Qualifications: Bachelor of Arts (Honours Economics), Master of Business Administration, Advanced Management Program, Graduate Australian Institute of Company Directors.

Experience: ACP Director since July 2022, and currently NED, European Australian Business Council; previously MD & CEO Australian Institute of Company Directors; NED, Committee for Economic Development of Australia; Principal Advisor, Innovation, Business Council of Australia; Deputy Secretary, Department of Industry, NSW Trade and Investment; MD & CEO, Export Finance & Insurance Corporation.



**GABRIELLE FOLLETT**  
AM, GAICD

Qualifications: Bachelor of Science, Bachelor of Medical Science, Master of Arts in Strategy and Policy, Master of International Relations, Graduate Australian Institute of Company Directors.

Experience: ACP Director since July 2020; Australian Army 1996 - present, Brigadier since January 2023; Director, Army Amenities Fund Company 2014-2015.



**TONY GATELY**  
ASM, MACPara

Qualifications: Bachelor of Business (Human Resource Development), Advanced Diploma Paramedical Science (Pre-Hospital Care), Advanced Diploma of Public Safety (Emergency Management).

Experience: ACP Director since October 2021; ANZCP Director 2018-2020; Assistant Commissioner NSW Ambulance.



**DR BILL LORD**  
AM, LIFE MEMBER,  
FACPara

Qualifications: Bachelor of Health Science (PreHospital Care), Master of Education (Adult Ed), PhD.

Experience: ACP Director 2020-2024; ANZCP Director 2016-2017; Adjunct Professor, Department of Paramedicine, Monash University; Adjunct Professor, Australian Catholic University; Deputy Co-Chair Paramedicine Accreditation Committee, Ahpra.



**MARTY NICHOLS**  
ASM, FACPara

Qualifications: Bachelor of Health Science (PreHospital Care), Bachelor of Nursing, Bachelor of Laws, Graduate Certificate Aeromedical Retrieval, Graduate Certificate Acute Care Nursing, Graduate Certificate Clinical Education, Master of Health Science, MBA (Public Sector Mgt).

Experience: ACP Director since October 2019, Vice Chair 2020-2023; ANZCP Director 2013-2020, Chairman 2015-2020; NSW Associate Director Clinical Practice, Intensive Care Paramedic & Critical Care Paramedic; Lecturer CSU 2015-2018; Ahpra Paramedic Accreditation Committee 2019-present.



**KATE WORTHINGTON**  
MACPara

Qualifications: Bachelor of Health Science (Paramedicine), Postgraduate Certificate (Advanced Resuscitation), Leadership Development Programme, Melbourne Business School.

Experience: ACP Director since October 2021; Head of Emergency Ambulance Operations, Chief Paramedic Advisor and Critical Care Paramedic, Wellington Free Ambulance.



# STRATEGIC PILLARS

## LEAD: LEAD AND INFLUENCE CHANGE FOR PARAMEDICINE

As leaders, we must embrace change and actively shape the future of paramedicine. This pillar is a call to action for us to be at the forefront of policy discussions, clinical advancements, and models of care innovations. By leading, we not only elevate the status of paramedicine but also contribute to the evolution of healthcare as a whole. We are achieving this through our multifaceted advocacy efforts with national and state governments and health sector bodies, increased media engagement, and the development of issue-specific position statements.

The ANZSCO reclassification project (Australia New Zealand Standard Classification of Occupations) represents a major step forward for paramedicine. ANZSCO is a data collection managed by the Australian Bureau of Statistics (ABS) and Stats NZ in Aotearoa New Zealand. Stats NZ declined to participate in this review. Despite this, the College advocated for Aotearoa paramedics and collaborated with national stakeholders to support the appropriate classification of the country's paramedics.

Our objective was to have paramedicine classified as a health profession, with appropriate occupations listed as per ANZSCO classification requirements. Over the course of almost two years, the College has advocated with the ABS to accurately classify paramedicine, and prepared submissions in collaboration with other key paramedicine stakeholders/leading bodies from across Australasia. In the preliminary release,

paramedics were recategorised as a 25 Health Profession, representing a significant outcome for the profession and its future growth and evolution. The final update will be released in December 2024.

We have been directly involved in the Federal Health and Aged Care Department's "Unleashing the potential of our health workforce: Scope of Practice Review", and invited to have a representative on the Expert Review Panel.

Our key objectives are to improve patient access, expand career opportunities for paramedics in primary care settings, promote recognition of the profession in primary care multidisciplinary teams, and highlight the enablers and barriers to paramedic utilisation in primary care (policy/legislation, funding, health literacy, referral pathways).

We welcomed the explicit acknowledgment of paramedicine and its place among other health professions in the delivery of multidisciplinary healthcare

in Issues Paper 1 and the identification of the current barriers to make that a reality in Issues Paper 2. Importantly for communities in rural and regional areas of the country, the Review Committee singled out community paramedicine as a means of delivering team-based care in those areas to bolster the capacity and delivery of health services

The consultation process began in 2023, based on recommendations made by the Strengthening Medicare Taskforce. Since then, the College has provided written submissions and had representatives at roundtables held across Australia. What is clear is that our efforts have been recognised and we have been heard, marking the dawn of a new era of paramedicine. The final report will be released in October 2024.

In addition, the important and ongoing work of the College's Community Paramedicine Working Group has increased recognition and understanding of paramedic capacities in the primary care space.

• Influencing policy and legislation: The Working Group provided invaluable support and clinical knowledge to several Federal and state government consultations and discussions around the scope of practice and capabilities of paramedics. For example, in NSW regarding medication administration and vaccination authority; the NSW Rural Health Inquiry; and with work that is being undertaken by the Paramedicine Board of Australia regarding Areas of Practice Endorsements.

• Raising awareness among key stakeholders: Through engagement with government bodies, health services, and professional organisations, the Working Group has promoted the value and potential of paramedicine in primary care to improve healthcare access and outcomes.

• Building relationships and collaborations: The group's participation in meetings and consultations has fostered connections with other organisations and individuals who share our vision for the future of paramedicine.

We also released two position statements focused on better meeting the needs of both paramedics and the broader health system. The first - Urgent support needed for paramedic students experiencing 'placement poverty' (May 2024) - provided members, paramedic students, the media, decision-makers, providers, employers with the College's position on the Federal Governments Commonwealth Prac Payment and the need for paramedic students to have financial support when undertaking placements. In tandem with the position statement, we also recorded a podcast with Dr Scott Devenish (ACPD), Dr Brendan Shannan (Monash University), Cameron Powers (NRHSN), and

Matt Wilkinson-Stokes (PhD candidate and student advocate). Paramedicine student societies have reached out to support the College in this important advocacy effort.

The second - A sustainable healthcare workforce supporting team-based primary and urgent care across Australasia (June 2024) - provided members, decision-makers, providers, and employers with the College's position on paramedics in urgent and primary care settings. It is now widely referenced and used across the health sector.

We also began work on a landmark three-year study identifying and exploring trends that affect the Australasian paramedicine workforce. The aim of the survey is to establish a longitudinal survey of the paramedicine industry to identify trends in workforce demographics and fields of employment, and to produce a dataset that can be used to replicate the research each year.

This data gathered will improve understanding of the paramedic workforce in Australia and Aotearoa New Zealand and will be used to inform workforce planning and key decision-making for the profession.

Associate Professor Liz Thyer, from Western Sydney University (WSU) was appointed Chief Investigator to lead a team of 16 academics and researchers from WSU, Edith Cowan University (ECU) and Auckland University of Technology (AUT). Alecka Miles (ECU) and Dr Graham Howie (AUT) lead the teams at those respective universities.

# MEDIA

THE MAIN OBJECTIVES OF MEDIA COVERAGE ARE:

1. Raise awareness of paramedic capabilities beyond emergency response.
2. Raise awareness of the positive impact paramedics are having on:
  - Reducing wait times
  - Improving patient outcomes
  - Improving career opportunities for paramedics.
3. Raise the profile of the College as the peak body for paramedicine across Australasia.
4. Achieve coverage across a range of media outlets, from mainstream news through to industry news to ensure our messages have maximum reach.

## 2023-2024 MEDIA COVERAGE

- ▶ Nurse and pharmacy prescribing powers to be probed in new review
- ▶ These paramedics are itching to work. The worst part of their job is sitting around
- ▶ Op-ed: Potential waits to be realised: Paramedicine – a growing force for good in the health system
- ▶ Op-ed: Health system reform must involve paramedics
- ▶ Why this 'invisible' profession wants to step up in the healthcare system
- ▶ The Conversation - Paramedics saving lives - BBC interview
- ▶ College CEO John Bruning discusses ambulance ramping issues with ABC Hobart Drive
- ▶ College CEO John Bruning discusses paramedic capabilities on 2GB's Australia Overnight with Clinton Maynard
- ▶ The New Zealand Herald: Paramedics in primary care: Hawke's Bay GP practice using 'game changer' care model
- ▶ Australian Health Journal: Primary healthcare as a team-based sport
- ▶ Partyline: Paramedics provide innovative primary healthcare solutions for rural and regional communities



As a result of our media outreach, we are now the recognised spokespeople for the profession and regularly field media inquiries and requests for interviews, lifting our profile and increasing our visibility at all levels of government and among the general public.



# STRATEGIC PILLARS

## ENGAGE: ENGAGE AND CONNECT PARAMEDICS, STUDENTS, AND THE PROFESSION TO THE COLLEGE

Our core area of collaboration and outreach is to paramedics and students in both Australia and Aotearoa New Zealand. In the latter half of 2023, we restructured our membership department and established a Member Engagement Team so we could more effectively engage with members and paramedics on the ground, and to increase our exposure and visibility among the paramedic workforce. The team now comprises our Member Engagement Manager, Alisha McFarlane, and two Regional Engagement Officers. Together they have been building our membership base, offering an expansive suite of events and activities, and traversed the length of breadth of both countries. They have also established and supported volunteer Member Committees in each jurisdiction that are actively driving local events and activities. Our Member Committees ensure that each jurisdiction has support and representation, and provide advice on local issues and needs of paramedics and students.

April 2024 marked the launch of our Ambassador | Kaimāngai program. An ambassador program within the paramedic community serves as a conduit for self-representation and professional development. Our ambassadors embody the values, skills, and dedication of

**Engagement and connection underscore the importance we place on collaboration, knowledge-sharing, and support to foster a sense of belonging and connection among our members, the broader profession, students, and the health sector.**

their profession and facilitate peer-to-peer mentorship, knowledge-sharing, and a culture of continuous learning. The aim of the program is to engage active and supportive members to represent the College and promote our activities and the benefits of membership to their peers. Ambassadors are influential advocates, fostering collaboration among paramedic professionals, and inspiring the next generation of paramedics. The program contributes to the development of a strong, cohesive professional community dedicated to excellence, resilience, and mutual support.

The program was launched with seven ambassadors: Tash Adams, Stuart Harris, Julie Hughes, Alecka Miles, James Pearce, Fabian Perez, and Dan Spearing. We will welcome more people into the program in the coming year.

We also supported the organisation and delivery of many external and internal events, including the #Parasoul mental health awareness campaign, university orientation weeks, university student and research events, and attended ambulance service education events, service inductions, employer/third party CPD events, university events (orientation weeks) and internal initiatives.



One of the most vital ways we engage our membership and the profession is through the delivery of continuing professional development events across the year. During the 2024 financial year, we ran dozens of College-organised events through a mixture of in-person and online delivery. These events have come to fruition due to the hard work of our Member Committees, dedicated members and volunteers, collaborations with employers and other stakeholders, and our hardworking Member Engagement Team. The team have made it a priority to livestream our in-person events by providing engaging, live and interactive content to those who live in rural and remote areas or have family responsibilities that make it challenging to attend in-person.

Our events in the 2024 financial year covered topics including scene leadership, palliative care, crisis management, research, extrication, burns, insurance and risk, sedation, paediatric care, obstetrics, human factors, cardiology, case reviews and more.

Building relationships and forging collaborations with stakeholders and organisations across the health sector is a critical component of our engagement strategy. Through these relationships we endeavour to chart a new path forward for health systems across Australasia that are inclusive of paramedics.

Examples of key partnerships include:

- The College is a proud member of the National Rural Health Alliance (NRHA) and collaborator on government submissions. Via our NRHA membership, we engaged with the Federal Government's Mid-Term Review of the National Health Reform Agreement Addendum 2020-2025, designed to build on the strengths of the National Health Reform Agreement, while proposing reforms and initiatives to enable the health system to address current and future challenges.
- We also worked, and continue to work, closely with the Office of the National Rural Health Commissioner (ONRHC) across several initiatives designed to

improve healthcare equity, access and outcomes for rural and remote communities across Australia. Most notably, at our Primary Care Conference in May 2024, Professor Ruth Stewart, the then National Rural Health Commissioner, announced a partnership project with the College; establishment of the first National Rural and Remote Paramedicine Framework. This collaborative project marks the dawn of a new era for the broader integration and utilisation of paramedics in team-based primary healthcare, and we will continue collaborate with the ONRHC, and members, throughout development of the framework.

- The College applied for and was accepted as a member of the New Zealand Resuscitation Council | Whaka-hauora Aotearoa in April 2024 which enables us to share important updates on resuscitation best-practice with our members. The College is also represented on the Australian Resuscitation Council and various state branches.



Taking paramedicine in a new direction, the College and Palliative Care Australia (PCA) joined forces to improve access to and delivery of high-quality palliative care throughout Australia, with the aim of:

- Providing paramedics with access to electronic medical records to view patients' advance care planning and palliative care details in real time.
- Allowing ambulance services to deliver specific medications for common end-of-life symptoms, reducing unnecessary hospital transfers.
- Incorporating and connecting paramedics with local palliative care referral pathways, beyond an emergency department.

The College and PCA made those recommendations in a jointly endorsed submission to the Federal Government's "Unleashing the potential of our health workforce: Scope of Practice Review", which comes with a new framework to better support paramedics in the delivery of palliative care. The submission was developed after consultation with paramedics, palliative care doctors and nurses, GPs, residential aged care nurses, and carers with lived experience.

**We strengthened our support of and engagement with tertiary institutions, paramedic student societies and employers through events and activities that increase College visibility and awareness across Australia and Aotearoa. In the 2023-2024 financial year, we:**

- Restructured our student membership to simplify membership options for students and graduates
- Supported 26 student-specific events
- Trial of a dual membership model with Charles Sturt University Bathurst's Student Paramedic Association, resulting in 59 new members (Feb 2024 – June 2024)
- Provided scholarships to students of eight Australian and Aoteroa New Zealand tertiary institutions



# STRATEGIC PILLARS

## INSPIRE: INSPIRE AND LEAD EXCELLENCE IN PARAMEDICINE



To inspire is to ignite passion and the drive for excellence. This challenges us to set the highest standards for ourselves and paramedicine. By showcasing exemplary clinical practices and scientific evidence, promoting continuous learning, and celebrating achievements, we aim to inspire a culture of excellence that permeates every facet of paramedicine.

Supporting paramedic's continued professional development of paramedics, we have developed and delivered engaging, self-paced eLearning modules - as well as six free microlearnings - that meet the needs of paramedics at all levels and stages of their careers. We were pleased to be able to deliver content for specific practice areas to meet identified learning needs including in the critical care space.

Our Education Team has collaborated with first-class education providers and subject matter experts (noted in the list below) to deliver high-quality educational content and resources for paramedics as part of our suite of continued professional development tools, drawing on the expertise of specialists in their field.

During the year, the following eLearning modules were developed and released:

- Neurology (Wayne Loudon): Three-module series on brain anatomy, subcortical and brainstem lesions, localisation in clinical stroke neurology, navigating vascular occlusions, traumatic brain injury, and concussion in sport.
- Palliative care: Palliative care for paramedics, an external course from the Palliative Care Curriculum for Undergraduates (PCC4U) project.
- Culturally aware practice (Shell Piercy): Working across cultures, and culturally aware assessment of pain.
- Paramedic responsibilities: Fitness to practise.
- Cardiology (Cardiac Physiology in Practice): Understanding re-entry tachycardia.
- Advanced Cardiology (Cardiac Physiology in Practice): Atrioventricular re-entry tachycardia, atrioventricular nodal re-entry tachycardia, atrial flutter, re-entry related arrhythmias, and out-of-hospital care of re-entry arrhythmias.
- Paediatrics: Effectively communicate with children.
- Special populations: Understanding the science and reality of obesity for better patient care, an external course from The Obesity Collective.
- Mental health (Jo Stephens): Psychosis, and caring for people experiencing suicidal ideation or behaviours.

### Professional Programs

As a part of our commitment to inspiring excellence, we have commenced development of a suite of professional programs designed to provide paramedics with ongoing education through a structured framework.

The first of these programs is a professional year of practice to support and enhance the learning of newly registered paramedics. Embedded within the Paramedic Professional Year Program, our new Grad Start Program, launched with an expression of interest process in May 2024, provides a crucial foundation of support and guidance for graduates as they embark on their new careers. It is suitable for graduates who have not yet secured full-time employment in the profession or can be undertaken synergistically alongside a service induction.

The Paramedic Professional Year Program provides paramedics with ongoing continuing professional development throughout the first 12 months as a paramedic, and demonstrates a strong commitment to the provision of quality paramedic care.

This inaugural program sets the foundation for the development and delivery of a suite of structured programs that provide guided education and development to graduate paramedics and established paramedics. They will provide the necessary learning and support to facilitate a generation of paramedics focused on professional excellence, wellbeing, and ultimately contributing to improved health outcomes for our community through their practice.



# 9,769 ELEARNING ENROLMENTS

### Gathering together to inspire

The College's many events and activities throughout the year are another important component of our work to promote excellence in paramedicine. Our premier event is the Australasian College of Paramedicine International Conference (ACPIC). Over the years, this event - one focused on the full breadth of paramedic practice - has continued to grow in stature and popularity, attracting audiences and presenters from throughout Australia, Aotearoa New Zealand, Canada, the UK and beyond. It's a legacy we continue to build upon with each passing year to enable our members to explore the latest professional and research developments and, importantly, to have a venue at which they can network, share information and experiences, and strengthen the bonds across our now highly diverse workforce.

ACPIC23, held in September 2023 in Melbourne, was one of our biggest conferences to date. Themed "Lead - Evolve - Impact", the emphasis was on inspiring, educating and broadening horizons, and featured a line-up of high-quality keynote addresses and presentations. The event enabled the 380 in-person participants and those 118 online to share knowledge, discuss advancements, professional development, and improving practices.



### MEMBER FEEDBACK

"I THOUGHT THIS WAS A VERY PROFESSIONAL AND COLLABORATIVE EVENT THAT WAS RUN VERY WELL WITH A GOOD MIX OF SPEAKERS AND WORKSHOPS. THERE IS CERTAINLY A HUGE SCOPE FOR PARAMEDICS AND THE FUTURE LOOKS VERY POSITIVE."

"THE SPEAKERS WERE ENGAGING AND CONTENT VERY RELEVANT."

"WELL ORGANISED. QUALITY AND RELEVANT PRESENTATIONS."

"THE PRESENTERS WERE EXCELLENT AND THE PANELS WERE INSIGHTFUL."



### ELEARNING FEEDBACK

- "Excellent and very well presented in an easy-to-read format"
- "Great revision. Loved the 3D animations"
- "Great study material for my ICP internship"
- "Really enjoyed completing this course - well put together and made so much sense"



# STRATEGIC PILLARS

## INSPIRE:

Our Live Interactive Symposium, held in November 2023, provided attendees with eight hours of interactive continuing professional development in an online setting, designed to be easily accessible by members everywhere. These sessions included a mix of live and pre-recorded webinars, followed by live case studies and panel discussions, aimed at addressing professional development needs leading up to the Australian registration renewal date. Day one of the two-event drew 195 participants, and day two 181.

Subject matter experts Mitch Cowan, Tara McAndrew, Jordan Emery, Shell Piercy, Skye Coote, Sascha Baldry, Tanie

Strickland, and Tash Adams delivered a comprehensive program that covered the impact of arrhythmia's detected on smart watches for paramedic practice, changing the narrative of mental healthcare, championing a changing culture for paramedicine, cultural considerations of acute pain management, posterior circulation stroke, care of the older person, children with special healthcare needs, and a paediatric masterclass.

Our Primary Care Conference, held in Tasmania in May 2024, is a new event on our calendar. It encompasses the content and themes previously delivered through the Rural Outback and Remote (ROAR) Conference, and broadens the scope to recognise the increasing role of paramedics in the primary care space across all geographic settings. The Primary Care Conference was themed "Seamless synergy: Advancing paramedicine integration in healthcare" and was designed to share knowledge,

discuss advancements, professional development, and improving practices and attracted 100 in person attendees plus more online, including community paramedics, paramedic practitioners, extended care paramedics, allied health professionals and nurses.

The conference featured a line-up of renowned speakers and informative, hands-on workshops and sessions, and served as a platform for delegates to enhance their skills and contribute to the evolving landscape of primary care through valuable insights, thought-provoking presenters, and collaborative discussions. It is closely aligned with our advocacy efforts in meeting the growing demand for content as an increasing number of paramedics seek new opportunities in the primary care space.

The Primary Care Conference will be held every two years, alternating with the Critical Care Summit launched by the College in early 2024.



## MEMBER FEEDBACK

"THE CONTENT WAS AMAZING. ALL OF THE NEWEST EVIDENCE-BASED BEST PRACTICE DELIVERED BY BOTH PARAMEDICS AND LEADERS IN THEIR FIELD WAS SO BENEFICIAL. REALLY LOVED ALL OF THE RESEARCH AS WELL."

"THERE WAS A BALANCED FOCUS BETWEEN CLINICAL SESSIONS AND RESEARCH."

"THE CLOSING ADDRESS WAS IN PARTICULAR A GOOD HIGHLIGHT. I ALSO LIKED THAT WE HAD THE OPPORTUNITY TO HEAR FROM OUR INTERPROFESSIONAL PEERS."



The College is also instrumental in supporting paramedicine research. Our Research Advisory Committee is at the forefront of our efforts to drive knowledge, build on the evidence base and advance paramedicine. The aim of their Research Agenda for Australasian Paramedicine (RAAP) is to create and prioritise consensus-based items forming an Australasian paramedicine agenda, and give meaningful direction for more coordinated, collaborative, and efficient paramedicine research activities in Australia and Aotearoa New Zealand, with the following key objectives:

- To conduct a survey of the Australian and Aotearoa New Zealand paramedicine industry to identify research priorities, and the barriers and enablers to achieving these.
- To conduct a consensus study to create the Research Agenda for Australasian Paramedicine.

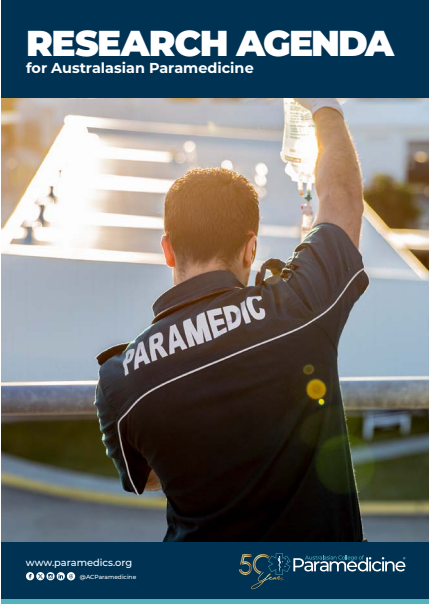
It does not represent a strict assignment for paramedicine researchers, but rather a consensus-based guide and focus point to stimulate discussion, a catalyst for collaboration, and an evidence-based rationale for resources.

The project team was comprised of Associate Professor Linda Ross, Dr Louise Reynolds, Dr Robin Pap, Amy Hutchison, Harry Reeves, Dr Paul Simpson, Dr Nigel Barr, Professor Peter O'Meara, Michelle Thomson, and Matthew Reardon.

With a goal of publishing, disseminating and supporting the implementation of the RAAP, in 2023-2024, two papers from RAAP were published in *Paramedicine* - Research agenda and priorities for Australian and New Zealand paramedicine: A Delphi consensus study, and Barriers and enablers to paramedicine research in Australasia - A cross-sectional survey - as well as the development and dissemination of a RAAP brochure. The agenda and its development were presented at ACPIC23.

The Committee has continued to present its quarterly "Talking Research" webinars, aimed at educating and engaging paramedics in conducting research. There has been a good uptake of the recordings, particularly of more recent podcasts of the webinars.

The Committee has also taken an active role in College conferences, with two of its members sitting on the ACPIC



Organising Committee. Together with our Research Services Coordinator, they managed the scientific element of the conference, including the abstract review process, the planning of plenaries, concurrent sessions and workshops, and coordinating judging and awards. The Committee facilitated a rigorous abstract review processes for ACPIC23, reviewing 85 submissions.

Their Research Mentoring Program is providing registered paramedics who do not have any formal research training with an opportunity to learn about research from experienced paramedic researchers. In 2023, 11 participants completed the program; in 2024, 18 mentees joined the program, which will complete in November 2024.

The Peer Review Mentoring Program is designed to develop peer-review capacity for *Paramedicine*, to enhance peer-review quality for the journal, and to enhance peer-review quality in paramedicine research broadly. Of the 2023 intake, seven mentees have completed the program and five are ongoing. A new intake began in 2024 which six mentees have started, with a further 11 expressions of interest.

The Committee also fields research participation requests to ensure research that is promoted by the College is of an acceptable quality. From July 2023 to June 2024, the Committee assessed 33 research participation requests, of which 28 were approved (including three after amendments were requested), and five were declined.



# STRATEGIC PILLARS

## ENHANCE: ENHANCE MEMBER EXPERIENCE OF THE COLLEGE

Our members are at the core of the College, and their experience should be nothing short of exceptional. We commit to continually enhancing the member experience by providing valuable resources, professional development opportunities, and a supportive community. We invest in technologies and strategies that make interactions with the College seamless, enriching the journey for every member.

The College offers members a range of resources, benefits, networking and professional opportunities, health and wellbeing support, publications, and grants aimed at ensuring they are well supported and given every opportunity to advance and succeed in their careers.

### Grants and funding – Research Grants

Research grants demonstrate our commitment to enabling the development of discipline-specific knowledge through support of members undertaking research. The development of knowledge that informs clinical practice, health service delivery or paramedic education is critical to the development of the profession. Well-designed and executed research provides the basis for evidence-based practice, particularly in areas where knowledge is lacking or incomplete.

To support members undertaking research by assisting with costs that may not be covered by universities/research centres, we offer three types of research grants: Early Career Research Grant (\$6,000), Higher Degree by Research Grant (\$3,000), and Research Dissemination and Translation Grant (\$1,000).

#### 2023 Higher Degree by Research Grant

**Amanda Hlushak:** Safety of patients not transported to hospital following care from paramedics: An investigation of clinical outcomes and paramedic perceptions

**Samantha Sheridan:** Fit to graduate? The physical and physiological job readiness of paramedicine students

**Richard Armour:** Undergraduate paramedic attitudes towards people who use drugs: A three-year, longitudinal study

**Lisa Hobbs:** Women in Paramedicine: Exploring the experiences of female paramedics in Australia through creative research

**Rachel Irvine:** Education priorities and interventions to prepare paramedic students for paediatric patients: A research protocol for an e-Delphi study

**Jason Betson:** Threat versus challenge: Cognitive appraisal and stress response comparisons of final-year paramedicine students

#### 2023 Early Career Research Grant

**Robin Pap:** Development of validated database search filters for paramedicine for EMBASE and CINAHL

#### 2024 Higher Degree by Research Grant

**Kirsty Reekers:** Associations between Māori ethnicity and emergency medical services attendance for adult patients with diabetes-related emergencies admitted to hospital in Aotearoa New Zealand: A retrospective observational study

**Anthony Sibbald:** Relationships between patient characteristics and the treatment of trauma-related pain by emergency medical services: An Aotearoa New Zealand observational study

#### 2024 Early Career Research Grant

**Sophia Flanagan-Sjoberg:** Development of a national implementation strategy for the Palliative Paramedicine Framework to standardise best practice across Australia

**Robbie King:** Enhancing paramedic empathy towards vulnerable geriatric patients: A digital story

#### 2023 Dissemination and Translation Grant

**Mostyn Gooley:** Palliative Paramedicine: An Interrupted Time Series Analysis of Guideline Efficacy in Victoria, Australia

**Michelle Thomson:** Systematic Review of Clinical Practice Guidelines in prehospital pain management for Paramedics

## IN THE 2023-2024 FINANCIAL YEAR, THE COLLEGE AWARDED THE FOLLOWING GRANTS:



### Grants and funding – Education Grants

The College recognises the costs of continuing professional development can be prohibitive for some paramedics. As the peak professional body, the College is committed to supporting members in their educational pursuits and offers a number of education grants each year that can be used for professional development activities. In the 2023-2024 year, we provided a total of 33 individual education grants to members, for a total spend of over \$20,000.

#### Member benefits

We continue to partner with Health at Work to deliver members the Healthy Body & Mind Hub, a dedicated online space for College members that provides a range of resources and learning to support their health and wellbeing.

The College also offers members a growing range of exclusive member benefits offering special rates and discounts from Emergency Services Health, Guild Insurance, Dell Technologies, East Coast Car Rentals, Blue Light Card, Mate Internet and Mobile, Booktopia, AdoreBeauty, Fed, Chef Good, Tradie, The Iconic, MenuLog, Specsavers, Emergency Fit, and the Institute of Managers and Leaders Australia and New Zealand.

And if someone refers a friend when they sign up as a member, both receive \$50 cashback on their membership.

The College's communications and marketing outputs have been progressively refined throughout 2023-2024 to ensure members are kept informed and up to date on College activity and information. The layout of the monthly Rapid Response has been revamped to make the eNewsletter more engaging, and the once weekly Pulse eDM is now distributed fortnightly and includes better-targeted content and a new layout to increase readership and member interaction.

This has resulted in an increased open rate for both Rapid Response (34.78% in 2023-2024 compared with 21.42% in 2022-2023) and Pulse (34.08% in 2023-2024 compared with 18.75% in 2022-2023).

#### Resource library

All our continuing professional development events that are livestreamed online are also recorded and added to our library of recorded webinars and events. This extensive library now provides more than 800 recordings for members and covers all aspects of paramedic practice, and we continue to see engagement with this content increase, with 10,180 enrolments in the 2024 year.

### Digital enhancements

We have also been working to streamline our website to improve access and navigation for members and visitors. We have launched a new-look News page with easy-to-navigate sections, including College news, Advocacy, Feature articles, Research, Paramedic practice, Education, Sector News, and Jobs and opportunities. Our Advocacy, Research and Membership pages received an overhaul and we provide advocacy and research page updates as part of the continual improvements to our website to enhance the experience for our members and to better engage them in our content.

Behind the scenes has been the planning and commencement of our digital transformation project - we have begun undertaking significant back-end work to our website, member portal and education platform to build a foundation for new and improved features to be built in the 2024 and 2025, along with improved navigation and access to education content and an improved CPD tracker and dashboard.



# PARAMEDICINE

Since the launch of *Paramedicine* in September 2022, substantial progress has been made towards creating a sustainable international journal characterised by a relentless commitment to quality and professional publishing practices. The past year has been one of consolidation and refinement, as the editorial team focused on refining the vision and mission of the journal within its new international identity and developing collaborative partnerships to facilitate achieving its strategic goals. Leveraging the professional publishing partnership with Sage International has created an environment for success, testament to the College's unrivalled commitment to investing in paramedicine research internationally.

The Editorial Leadership Team, consisting of Editor-in-Chief Dr Paul Simpson and Deputy Editors Dr Kathryn Eastwood, Dr Alan Batt, and Dr Walter Tavares, have implemented a "best practice" approach to establishing a transparent and ethical editorial process, supported by an international Editorial Community of 24 paramedicine-focused researchers spanning 10 countries. The journal acquired membership with the Committee on Publishing Ethics (COPE), and has applied COPE's recognised standards to its editorial operations. All editorial members have completed COPE editorial training modules as part of the broader professional uplift.

A prominent feature of the past year has been sustained advocacy for reflection among the international paramedicine community regarding the importance of uplifting research expectations and striving for quality, not just in the research *Paramedicine* publishes, but

within our broader research networks and collaborations. The journal is not seeking to just publish quality articles, but to drive a "quality" agenda internationally in paramedicine research. The Editorial team has published frequent editorials designed to create "positive disruption" within paramedicine research by highlighting areas of concern and flagging opportunities for uplift.

These editorials have given voice to issues including improving peer-review quality; embracing theory and conceptual frameworks in research; enhancing quality in scoping reviews; increasing public involvement in our research; leveraging collaboration to enhance quality; and the necessity to connect with the interprofessional world beyond our own paramedicine boundaries when writing papers.

True to its commitment to collaboration and cooperation, *Paramedicine* was



pleased to welcome new associate partner organisations to the journal, with more set to join in the new financial year. This further demonstrates *Paramedicine's* reputation for quality and high standards in research publishing. The Journal's partner organisations now span multiple regions and include:

## Official journal partners:

- Australasian College of Paramedicine
- Paramedic Chiefs of Canada

## Associate journal partners:

- Australasian Council of Paramedicine Deans
- McNalley Research Group for Paramedicine Research
- Emergency Care Society of South Africa

# 100 DAYS

Average time from submission to an accept decision.



*Paramedicine's* editorial performance has been strong when benchmarked with industry standards and is creating a positive and collegial publishing experience for authors, editors, and reviewers. This ultimately leads to publishing research of sufficient rigour and quality to have a meaningful impact on practice.

### Key performance highlights include:

- An acceptance rate of **23%**, down from 60% in 2020. An acceptance rate of **20-25%** is associated with increased quality and more frequent citations.
- Non-Australian submissions constituting **35%**, up from 15% in the previous year.
- Average time to first editorial decision of **23 days**.
- Average time from submission to any final decision of **50 days**.
- Average time from submission to an accept decision of **100 days**.
- Average time from submission to published online for accepted articles of **120 days**.

*Paramedicine* has been active in working to enhance capacity and quality in peer review, through facilitation of peer-review workshops at national and international paramedicine conferences and symposia, and by creating the Peer Review Mentoring Program (PRMP). The PRMP is an asynchronous, free mentoring program for those seeking to engage in peer review for the first time, and for those already engaged but who are seeking to further reflect on and develop their own review practices. Expressions of Interest (EOIs) are perpetually open for the PRMP, so members interested in such professional development can explore this at <https://paramedics.org/peer-review-mentoring-program>.

The Journal remains grateful to the College for its unwavering support and commitment to *Paramedicine's* vision and mission. The Editor-in-Chief, Dr Paul Simpson, would like to recognise the efforts of the Deputy Editors and Associate Editors, who collectively work to conduct the journal's business with in a collegial and professional manner from all corners of the globe.

# 23 DAYS

Average time to first editorial decision



# COMMITTEES AND WORKING GROUPS

## MEMBER COMMITTEES

**Aotearoa New Zealand:** Chair Andrew Odgers

**NSW/ACT:** Chair Dylan Snape

**Northern Territory:** Chair Paul Pulleine

**Queensland:** Chair Jamie Rhodes-Bates

**South Australia:** Chair Lachlan Graham

**Tasmania:** Chair Ben Lawson

**Victoria:** Chair Scott Stewart

**Western Australia:** Chair Damian Jolly

## ADVISORY COMMITTEES

**Research:** Chair Robin Pap

**Education:** Chair Tim Andrews

## WORKING GROUPS

**Clinical Practice Guidelines:** Chair Sonja Maria

**Community Paramedicine:** Chairs Sascha Baldry and David McLeod

**Paramedic Wellbeing:** Chair David Dawson



# COLLABORATORS



## UNIVERSITIES



## SERVICES





# FINANCIAL REPORT

I am pleased to present this financial report for the College for the year ending 30 June 2024.



The 2023-2024 financial year saw the College experience some challenging economic conditions, with rising interest rates and significant cost of living pressures which saw a change in our investment and growth strategy late in the reporting period. The Board and CEO made the difficult decision to reduce the cost base, particularly in relation to employee expense, which saw several roles made redundant and proposed new roles not engaged. The focus was ensuring we have the right resourcing to progress the College and our strategic objectives over the short to medium term.

### Finance Function

The College utilises an Audit and Risk Committee for oversight of the finance function, with the CEO and Corporate Services Manager overseeing the day-to-day financial operations. The role of Corporate Services Manager was made redundant during the financial year, with the CEO resuming sole oversight of the day-to-day financial performance of the College. The College employs a part-time accountant and contracts a financial advisory firm to support the CEO.

### Performance

The College faced a challenging year with a decrease in net profit. Revenue for the year was up on the previous year but below budget, while total expenses also increased, albeit at a higher rate, leading to a net loss of \$214,588 for the financial year, compared to a profit of \$116,702 in the previous year.

The planned budget loss was \$556,095 as we planned to invest further to grow our services and impact, so the result of a \$214,588 loss in context was a positive outcome.

### Highlights from the Accounts

- Revenue: Revenue from contracts with customers was \$2,560,421, reflecting a modest increase from the previous year.
- Membership Income: Income from membership decreased by \$35,308 or 2.1% compared to last year, highlighting the challenging economic conditions and cost of living pressures on our members.
- Provision of Services: Income from the provision of services (education and conferences) increased by \$147,805 or 20% on the previous year.
- Employee Expenses: Employee expenses rose to \$1,864,824, up from \$1,655,302, reflecting the College's continued investment in resourcing to support strategic objectives.
- Contracted Commitments: The College has contracted commitments for publishing and research services to the tune \$428,172 over the coming three years.

### Summary

Our overall financial position for the year ending 30 June 2024 shows a net loss of \$214,588 with total equity of \$1,174,005. Despite the net loss, the College remains in a strong position to continue investing in advocacy, engagement and services delivered by a professional team of staff.

### Clive Addison

Audit and Risk Committee Chair

# PROFIT & LOSS STATEMENT

	2023/24
<b>Revenue</b>	
Advertising Income	\$30,792
Conference Income	\$274,593
Membership Income	\$1,642,231
Education Services	\$611,087
Others	\$19,874
<b>Total Revenue</b>	<b>\$2,578,577</b>
<b>Expenses</b>	
Advocacy & Government Liaison	\$46,267
Board & Member Committee Expenses	\$54,060
Employee Expenses	\$1,865,684
Conference & Events	\$291,061
Education Development	\$62,270
Research	\$127,928
Marketing & Communications	\$133,700
Scholarships & Grants	\$89,760
Finance & Accounting	\$57,373
General Expenses	\$111,085
<b>Total Expenses</b>	<b>\$2,839,187</b>
<b>Operating Profit</b>	<b>-\$260,610</b>
<b>Interest Income</b>	
Interest Received	\$46,023
<b>Earnings Before Tax</b>	<b>-\$214,588</b>
<b>Net Income</b>	<b>-\$214,588</b>

NOTE: The layout of this Profit and Loss Statement is different from the formal audited accounts

Members can find more detail on the financial performance of the College in the Financial Statements 2024 document



Australasian College of Paramedecine

# ANNUAL REPORT PŪRONGA Ā TAU 2023–2024

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[www.paramedics.org](http://www.paramedics.org)

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