

Core values: Transparency, Inclusivity, Collaboration, Advocacy, and Professionalism.

From the start of this initiative, we recognized that none of us have the right or consent to speak about the opinions of all Paramedics in Nova Scotia. Considerable thought has been put into how we can move an initiative forward that relies so heavily on the ability to accurately know the interests of NS Paramedics and advocate for them in an equitable way.

Our intent is to collect the opinions of members through surveys and regional focus groups aimed at obtaining what initiatives, concerns and interests NS Paramedics have. The data will then be collated and disseminated to the membership. This is a strategy used by allied Associations with success.

In order for this approach to be most successful it needs to be representative of all Paramedics in the province regardless of their work environment. Furthermore it needs to ensure that every Paramedic voice from Yarmouth to Glace Bay can be accounted for and valued. No single region or work environment will be given preference - our intended approach ensures this. However for this approach to carry significant weight it needs to be representative of as many Paramedics as possible.

We have submitted a name with the Nova Scotia Registrar of Joint Stock Companies and have created a Memorandum of Association, outlining that the NSPA will be a not-for-profit entity. We are in the early process of discussing Bylaws, Regulations, and Strategic Planning documents. Initially we will adopt bylaws imposed by the Nova Scotia Registrar of Joint Stock Companies. We will expand on them after the specific needs of the membership becomes clearer. These documents will provide a framework for the functioning of the Association and a road map for the adopted initiatives. It will also outline a framework for elections where representatives can eventually be nominated and democratically selected. The results of which will be easily available and transparent on the website.

It is our intention to emphasize a collaborative approach to find solutions to our collective interests. To that end we have begun forming collaborative relationships with stakeholders, and building collaborative relationships with local and national entities. We are drawing from the lessons of others who have started Associations, and the struggles of those who have tried. The amount of support, guidance, and encouragement we have been provided is humbling.

Adhering to the Professional Standards and Ethics we are all bound to by the College, and in many cases by our employers will help characterize the identity of the Association. All communications intend to be fact driven, and any claims or statements will be readily sourced. A majority of it, sourced from data collected directly from the membership. Our goal will be to provide solution oriented responses to challenges facing the Paramedic profession.

There is plenty of room for input, and changes. This is an initiative we all need to take ownership of to make it work in a meaningful and sustainable way. We are eager to hear any

constructive insights. If you have a skill set, or specific interest that you would like to put to work please write a brief email to nspamedicsassociation@gmail.com.

In the True Spirit of Solidarity,

NSPA Steering Committee

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