

From: [National Registry of EMTs](#)
To: [Allen, Carman \[BEMS\]](#)
Subject: NREMT State Office Communique
Date: Wednesday, September 12, 2012 2:40:32 PM

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NREMT State Office Communiqué

Advance Information for NREMT Forum @ NASEMSO

During the NREMT Forum at the 2012 NASEMO Annual meeting (Wednesday, September 25), I will be presenting information regarding the NREMTs proposed Continued Competency Program which will replace our current National EMS Recertification requirements in 2016 for EMS providers due to recertify in 2018.

We have been working on this program for the past three years and the NREMT Board of Directors will be voting in November to begin the process of implementation. Many EMS leaders and stakeholders have provided input to the NREMT regarding this program. Thus far input has been positive. EMS Officials served on the committee that initiated the program and have served on focus groups that have provided input. Focus groups have found the program to be superior to our current recertification requirements. Modifications have been made to the original program based upon community input. Principles for the program are sound and used by other certification programs. The program matches the goals of the National Commission for Certifying Agencies. Keeping America's EMS workforce up to date and current will be a primary outcome. Change management will not be cumbersome for state EMS offices and the NREMT is ready to inform all Nationally Certified EMS providers of this dynamic program.

We are in the final phases of approval process. The NREMT Board has discussed and reviewed the program on multiple occasions. Even though launch of the program is in 2016 much work remains to be accomplished.

I am sending this memo to State EMS Officials so that we can receive your final input at the annual NASEMSO meeting. We have one question we will need answered from you, in addition to your general input. If the NREMT implements this program in 2016 for those due to recertify in 2018, **do you have a current state law that will preclude a Nationally Certified EMS provider from using this program to meet state re-licensure requirements?**

We will not be asking you to change your laws. If your state law requirements are greater than those recommended below, the NREMT will only validate completion of our requirements.

Let me briefly explain the **Continued Competency Program**:

The program is founded on four principles -- below are the principles and reasons it was included in

the model.

Maintenance of Professional Standing

Eligibility for licensure must be maintained in order to retain National EMS Certification. Every individual who possesses NREMTs National EMS Certification must be eligible and not barred from licensure in a state. The NREMT requires validation of current, unlimited state licensure as part of recertification.

Cognitive Competency

A professional expectation. The ability to perform adequately those cognitively complex tasks of the profession, at the appropriate provider level.

Practice Performance

EMS care is delivered at the local level. National EMS Certification requires competency and education at the local level. Continuous competency to practice will be validated (like our current recertification requirements) by EMS supervisors or training officers at the EMR and EMT level and by Medical Directors at the AEMT and Paramedic levels.

Life-long Learning

Initial training/education is intended to provide a base of knowledge and skill to assure safe entry-level practice. Continued competency must be maintained throughout a practitioner's career. Life-long learning is an individual and professional responsibility.

Based on these principals we have established three categories of required content for the National EMS Certification Continued Competency Program.

National Continued Competency Requirements (NCCR) - 50% of the required hours. Topics included in the National Core Competencies will change every five years based upon input obtain via a NCCR assembly convened by the National Registry of EMTs. The NREMT will provide (for no fee) National Continued Competency Requirements instructional guides on the NREMT website. Topics for NCCR may include changes in the National EMS Scope of Practice Model, evidence based medicine, changes in National Standards such as AHA, low frequency/high criticality topics and/or organization position papers effecting EMS clinical care.

Local Continued Competency Requirements (LCCR) - 25% of the required hours. Established by the Local EMS Agency/or State. EMS medical directors, system administrators and training officers establish methods or avenues for their providers to obtain this education.

Individual Continued Competency Requirements (ICCR) - 25% of the required hours. Allows the EMS provider to seek EMS related education to expand or improve their practice performance and promotes Life-long learning.

Below is a list of the total number of hours for each provider level and the number of hours that must be attained at each level for national, local and individual hours respectively.

EMS Provider Level	NCCR	LCCR	ICCR	Total Hours
EMR	8	4	4	16
EMT	20	10	10	40
AEMT	25	12.5	12.5	50
Paramedic	30	15	15	60

So, as you review this program, let me ask again: **Do you have a current state law that will preclude a Nationally Certified EMS provider from using this program to meet state re-licensure requirements?**

We understand your state may not require National EMS Recertification, however, we do know EMS providers in your state do recertify voluntarily with the NREMT. We do not want to inhibit those providers from meeting your requirements. We look forward to the discussion on Wednesday night at the NASEMSO meeting.

We would appreciate receiving your input prior to the meeting, so we can address concerns during the Forum. Please provide input regarding your laws to our Community Relations Coordinator, Heidi Erb (heidi@nremt.org).

I look forward to seeing many of you in Boise.

Sincerely,

Bill Brown
NREMT, Executive Director



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National Registry of EMTs | P.O. Box 29233 | Columbus | OH | 43229



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EVALUATION OF NREMT COMPETENCY RENEWAL PROCESS

The proposed NREMT Competency renewal process matches the goals of the National Commission for Certifying Agencies, with the primary outcome to be achieved being that of keeping America's EMS workforce up to date. NCCA standards require demonstration of a valid and reliable process for development, implementation, maintenance, and governance of certification programs. Program content validity is demonstrated with a comprehensive job analysis conducted and analyzed by experts, with data gathered from stakeholders in the occupation or industry. The proposed competency renewal process is tentatively scheduled to launch in 2016 for those due to recertify 2018.

This process is based on four principles:

Maintenance of professional standing:

Every person possessing NREMT certification **must** be eligible and not barred from licensure in a state. Validation of current, unlimited state licensure is mandated for recertification.

Cognitive competency:

Every person possessing NREMT certification accepts the expectation that they possess the ability to perform adequately cognitively complex tasks for the level of certification being renewed

Practice performance:

NREMT certification requires competency and education at the local level. Continuous competency to practice will be validated by EMS supervisors or training officers at the EMT and EMT levels and by Medical directors at the AEMT and paramedic levels.

Life-long learning:

To maintain continued competency a practitioner's must accept the responsibility for life-long learning.

Proposed categories of required content to maintain continued competency:

National continued competency requirements (NCCR):

- 50% of required hours for certification.
- Topics included in National core competencies will change every 5 years based on input obtained during an NCCR assembly
- All NCCR instructional guides will be provided on the NREMT website

Local continued competency requirements (LCCR):

- 25% of required hours for certification
- Established at the local agency or by the State. Medical directors, system administrators and training officers will establish how, when and where their providers will be able to obtain this education

Individual continued competency requirements (ICCR):

- 25% of required hours for certification
- Allows the EMS provider to seek **EMS related education** to expand or improve their practice performance and promotes life-long learning.

Proposed hour requirements:

PROVIDER LEVEL	NCCR	LCCR	ICCR	TOTAL HOURS
EMR	8	4	4	16
EMT	20	10	10	40
AEMT	25	12.5	12.5	50
PARAMEDIC	30	15	15	60

Current NREMT hour requirements:

PROVIDER LEVEL	RENEWAL HOUR REQUIREMENTS
FR	<ul style="list-style-type: none"> • 12 hrs <ul style="list-style-type: none"> ○ 1hr – Preparatory ○ 2hrs – Airway ○ 2hrs – Patient Assess ○ 3hrs – Circulation ○ 3hrs – Illness & Injury ○ 1hr – Childbirth & Children <p>Maximum of 6 hrs from distributive learning</p> <ul style="list-style-type: none"> • Plus CPR
EMR	Same as FR
EMT-B	<ul style="list-style-type: none"> • 72 total hrs <ul style="list-style-type: none"> ○ 24 hrs as below <ul style="list-style-type: none"> ▪ 1hr – Preparatory ▪ 2hrs – Airway ▪ 2hrs – OB, Infants, Children ▪ 3hrs – Patient Assess ▪ 4hrs – Medical/Behavioral ▪ 4hrs – Trauma ▪ 8hrs – Elective <p>Maximum of 10hrs from distributive learning for this section</p> <ul style="list-style-type: none"> ○ 48 hrs additional EMS related CE <ul style="list-style-type: none"> ▪ Maximum 24hrs in any one topic area ▪ Hour for hour for AMLS, ACLS, AMLS, PHTLS, PALS, PEPP, etc. and teaching EMS courses ▪ Maximum of 12hrs for teaching CPR, EVOC, or Dispatch

	<ul style="list-style-type: none"> ▪ Hour for hour for college courses that relate to role as EMS provider <p>Maximum 24hrs from distributive learning for this section</p> <ul style="list-style-type: none"> • Plus CPR
EMT	Same as EMT-B
AEMT	<ul style="list-style-type: none"> • 72hrs <ul style="list-style-type: none"> ○ 18hrs - Mandatory core content, must cover all topics in each division ○ 18hrs – Flexible core content, must cover each division, but may choose topics within division <p>Maximum 10hrs total from distributive for mandatory core and flexible core combined</p> <ul style="list-style-type: none"> ○ 36hrs - additional EMS related CE <ul style="list-style-type: none"> ▪ Maximum 18hrs in any one topic area ▪ Maximum 16hrs from each of the following courses, ABLS, ACLS, AMLS, PHTLS, PALS, PEPP, etc. and teaching EMS courses ▪ Maximum of 12hrs for teaching CPR, EVOC, or Dispatch ▪ Maximum of 18hrs for college courses that relate to role as EMS provider <p>Maximum 18hrs from distributive learning for this section</p> <ul style="list-style-type: none"> ○ plus CPR
PARAMEDIC	<ul style="list-style-type: none"> • 72 hrs <ul style="list-style-type: none"> ○ 24hrs - Mandatory core content, must cover all topics in each division ○ 24hrs – Flexible core content, must cover each division, but may choose topics within division <p>Maximum 10hrs total from distributive for mandatory core and flexible core combined</p> <ul style="list-style-type: none"> ○ 24hrs - additional EMS related CE <ul style="list-style-type: none"> ▪ Maximum 12hrs in any one topic area ▪ Hour for hour for ABLS, ACLS, AMLS, PHTLS, PALS, PEPP, etc. and teaching EMS courses ▪ Maximum of 12hrs for teaching

	<p>CPR, EVOC, or Dispatch</p> <ul style="list-style-type: none"> ▪ Hour for hour for college courses that relate to role as EMS provider <p>Maximum 12hrs from distributive learning for this section</p> <ul style="list-style-type: none"> • plus CPR & ACLS
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Applicant must also be actively working within an EMS service, rescue service, or patient health care facility using skills for their level of certification

Current Kansas hour requirements:

PROVIDER LEVEL	RENEWAL HOUR REQUIREMENTS
EMR	16
EMT	28
EMT-I	36
EMT-D	36
EMT-I/D	44
AEMT	36
PARAMEDIC	60

PROS

- Provides online CE tracking mechanism
- Better ensure competency than current Kansas mechanism
- Nationally registered attendants are already completing these requirements
- Category requirements
- Adopts a nationally accredited process for ensuring competency of applicants for certification

CONS

- More hours required to renew at the EMT and AEMT levels of certification, than what is required in Kansas
- Category requirements
- Not all attendants will have NREMT certification initially

Recommend regulatory changes to adopt NREMT hour requirements and CE content requirements. Changing our requirements to mimic NREMT requirements may encourage some persons to attain NREMT certification.

Would recommend current NREMT attendants and all future attendants be required to maintain NREMT registration to maintain certified. Allow others to maintain Kansas certification only, until lost through attrition.

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