



# **ONTARIO MEDICAL FIRST RESPONSE CHALLENGE**



## **Educational Symposium**

June 10, 2012

- **Coaching to Success: How to Develop a Winning First Aid Competition Team**
- **What It Takes to be a First Aid Competition Judge**
  - **Creating Exciting and Innovative First Aid Challenge Scenarios**
- **How to Plan and Run a First Aid Competition**



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## **Mission of St. John Ambulance**

To Enable Canadians to improve their  
**Health, Safety & Quality of Life**  
by providing  
**Training & Community Service**



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Coaching to Success

How to Develop a Winning First Aid Competition Team

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June 10, 2012



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Session Objectives

- Requirements and qualifications needed to be successful
- How to develop suitable candidates
- How to update the training using new first aid protocols
- How to prepare your team for unconventional first aid challenge scenarios
- Unexpected surprises vs. anticipated expectations



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



What it takes to be a  
**TEAM COACH**



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## Successful Team Coach

- Experience
  - First Responder
  - Industrial Safety Personnel
  - Instructor
  - Competitor
  - Competition Judge
  - Paramedical/ Medical Professional
- Willing to Learn



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Are you the “right” coach, with the qualifications required to get the job done?

The best coaches do not necessarily have to be those with the highest qualifications. However, they must be well-versed with current first aid protocols. Whether it is Standard First Aid or Advanced Medical First Response, coaches must know all about the procedure level changes.

Remembering the level of training, and not exceeding it, is paramount. It is great that you may know how to read a 12-lead ECG or how to determine Rales from Ronchi, but will this truly help your team at the first aid competition?

Having experience as a competitor or a judge goes a long way. You can draw from your personal experience and memories to develop your team. Help the competitors overcome the “clipboard factor”.



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## Successful Team Coach

- Knowledge
  - Up to date
    - New protocols
    - ILCOR standards
    - Last year's "issues"



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It is critical to be up to date with what is now considered the "standard". Also, be aware of any issues from previous years' competitions. For example, if last year's teams were not as quick to recognize environmental hazards and safety concerns as expected, then it ought to be a training focus this year.

Be mindful of new protocols as well. If CPR protocols have changed, is there a possibility that there may be a challenge this year?



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Facilitating **TRAINING AND DEVELOPMENT**





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## Develop Suitable Candidates

- Training, training, training.....
  - Ongoing review
  - Scenario based
  - Timed: Initial assessment; Treatment; Ongoing care
  - Look for weaknesses
  - Look for strengths
  - Continually UPDATE



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Is your team up to the task? What additional training may the competitors require?

Training should not start a few weeks prior to the competition. Start now! All training should include theory and practice. All practice should be scenario based. The best way to learn is through trial and error, correction and improvement.

For returning competitors: Review what your team saw and did at the last competition. Were the competitors happy with their scenario performance?

When you feel your team is performing up to standards, look for the “cracks”. Look for the aspects that could cause them issues. For example:

- Are they communicating?
- Are they thinking as a team?
- Are they prepared for anything?

If so, throw in the wild cards - look for ways to challenge and grow their repertoire.

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**Update your training using  
new first aid protocols**

- What has been added?
- What has been taken away?
- What has been changed?



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Review current practices and standards. What is new? What remains unchanged?

For example, in CPR:

- When do you put in those “first breaths”?
- How do you help an unconscious child with a pulse of 48?
- How do you assist an infant as a two-rescuer team?

In AED:

- How do you deal with witnessed and un-witnessed arrests?
- Can you “shock” an infant?
- How familiar are you with pad placement and pad size?
- What is the current protocol on shocking a hypothermic casualty without vital signs?

In First Aid, what are the current positions on:

- Ring pads?
- “Shock position”?
- Tourniquets?



## ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



### Preparing for unconventional first aid challenge scenarios

- Build in the unexpected
- Anticipate the “wild card”
- Sometimes it is a “zebra”
- Challenge and educate



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“Expecting the unexpected” seems simple enough...

In reality, you need to build in the expectation that anything is possible. For example: Bitten by a horse; thrown from a horse; corrosive chemicals; a chemical explosion; industrial incidents; motor vehicle collisions; biking accidents; hiking accidents; heart attacks; animal attacks; tachycardia; pericardial tamponade; trampoline mishaps etc. ...

Wildcards are cases that make you wish you should have been ready for them:

If you have 2 people on site, expect 2 casualties. (You just may not know it yet.) Anticipate that “no one rides for free”. That second person is your wild card. As a team, watch this “other person of interest”. He/ She may wander, or fall unconscious. Whatever the reason, this person of interest is intended to pull your attention away from the first casualty. Stay alert!

Occam’s Razor may dictate that when you hear hoof beats, it’s often from a horse. Basic scenarios are built on this premise: You are given a set of chief complaints, symptoms, and vital signs. However, what does it mean when your casualty has shortness of breath, crushing pain in the chest, and numbness in the left arm? What if your casualty is also cyanotic, and diaphoretic? Are you thinking of a possible cardiac incident?

What if the same casualty was changing a light bulb and fell onto the desk, impacting the left side and shoulder? Or what if the casualty was adjusting the milking bucket and the cow kicked him/ her? Can’t these cases result in the same chief complaints and vital signs?

Sometimes, hoof beats come from zebras. Learn about the events leading to the incident. Determine the mechanism of injury. Build the entire picture, by asking all the questions.

Challenge your teams to forget the box. There is no box. Use these scenarios to educate them on various injuries or illnesses.

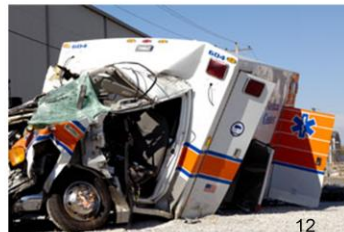


# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Unexpected surprises vs. anticipated expectations

- Real World vs. "Scenario World"
- Prepare for the worst, hope for the best
- Anything is possible
- Anyone can be a casualty



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What may you expect in a first aid competition? What "standards" can be anticipated?

In the real world, people are forthcoming with information. They want your help.

In Scenario World, if you do not ask the "right" question, you may not get the "right" answer.

In the real world, people can have an injury without being ill, or ill without being injured.

In Scenario World, the person who falls off the ladder can be stung by a bee, and he/ she may be allergic to it...

Or that person approaching you with a headache, from falling on ice, actually has a Traumatic Brain Injury..

Be careful if there are two competitors and one casualty. In Scenario World, competitors very rarely get this lucky. Again, "no one rides for free".

Either competitor can end up being the second casualty.

Walk into every scene like the sky is falling, because maybe it is. Or soon, it will be.



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- A coach is someone willing to share expertise and knowledge with the team
- The team should be made up of eager and bright individuals with a solid knowledge base and a willingness to learn
- Training should include any and all protocol changes, as well as known favourites (CPR)
- Anticipate anything and prepare for everything...

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Coaching to success is essential to build a winning team. Remember the aforementioned points as you develop your winning strategy.



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## What It Takes to be a First Aid Competition Judge

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June 10, 2012



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Session Objectives

- What it takes to be a competition judge
- The difference between evaluating a first aid course and judging a first aid competition
- A look at the scoring system
- Solving discrepancies



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



What it takes to be a

## COMPETITION JUDGE





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### What does a Judge do?

- Evaluates the performance of competitors using a standardized scoring sheet
- Makes a judgment about whether or not to assign points (how many?)
- Represents an organization to outside individuals participating in competition

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First aid competition judges evaluate the performance of competitors using a standardized scoring sheet, by determining whether their performance meets the minimum standard to award points for said item. The judges are responsible for knowing the standards of care at the level that they are judging, as scoring sheets do not provide explanation of the task or principle.

For each criteria, the judges must decide whether or not to award points. In certain scoring systems, the judges are also responsible for judging how well something was done and assigning a point value to that performance.

It is also very important to consider that the judges represent the organization to the individuals participating in the competition. In many ways, the judges are the face of the competition to the competitors. While it is very important to ensure technical competency, it is also very important that judges are good representatives of the organization.

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## Qualities of a Good Judge

- Honest
- Fair
- Attentive
- Reliable
- Personable

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Honesty and integrity are very important to the overall integrity of the competition. Judges are expected to provide honest scoring of all candidates. While overall management of the competition is beyond the scope of this presentation, it is important to be aware of any potential conflicts of interest and to manage those appropriately.

Fairness is important. Judges must apply the criteria fairly to all candidates in the same way, and be able to fairly apply the criteria to any situations that may arise that were not accounted for in the scoring/scenario script.

Attentiveness is very important. Judges are often judging the same scenario repeatedly. They need to ensure proper attention is paid to what the competitors are saying and doing. It is easy to be distracted by the next square, the next scenario, and the conversations going on around.

Reliability is important to anyone organizing the competition – you need judges who are going to show up.

Personable judges make the competition experience better for the competitors. Remember that judges are the face of the competition to the competitors. All the competitors, not just the winners, ought to leave with a positive experience. (And yes, it is possible to win but still have had a negative competition experience.)



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## Qualifications for a Judge

- First Aid Certification – at least to the level being judged
- Instructor Certification
- Professional Qualifications
- Judging Certification

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Judges should at least have certification to the level they are judging. Some may argue that they should be certified to a higher level. It is best for instructors to have knowledge beyond what they are teaching and a solid understanding of what they are teaching. The same may or may not apply to competition judging. Regardless of your take on this issue, judges do need to be aware of all of the variations of what is considered correct by the standard.

Instructor certification is definitely an asset, though not necessarily required. The instructor development program has sections on evaluating student performance. Instructors would have practiced this skill during their certification.

Professional medical qualifications can be a broad category. Sometimes, if someone is running a first aid competition, he/ she may run out to seek as many paramedics, nurses, etc ... as possible to be judges. If that is the case, it is important to ensure that these medical professionals know the standard to which they are judging. They should not judge the competitors to their own professional standard of care.

Certain organizations also offer judging certification, and even require it to judge at one of their competitions – example – CERT Cert.

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## Experience for a Judge

- Previous Judging experience
- Instructor/ Evaluator Experience

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Previous judging experience in any organization is always an asset. The process of judging is similar in different organizations, so the experience of judging an ACERT competition, a ski patrol competition, or a cadet competition would be beneficial in a St. John Ambulance competition, and vice-versa.

Instructor experience or evaluator experience is also excellent for judges to have - especially instructor experience at an advanced first aid level where instructors are evaluating individual scenarios in a way that is similar to judging a competition. An example of this is the St. John Ambulance MFR program or the Canadian Ski Patrol training, in which each candidate is evaluated in several different scenarios.



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The difference between

## JUDGING A COMPETITION and EVALUATING A FIRST AID COURSE



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## First Aid Course

- Evaluating the students based on a minimum criteria
- Ensuring proficiency with the first aid skills
- Evaluating the transfer of knowledge and skill from the instructor to the student
- No winners or losers

## First Aid Competition

- Don't care about ensuring proficiency
- Not evaluating the transfer of knowledge
- Finding a winner – who did it best?

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In a first aid course, candidates are evaluated based on a minimum criteria to ensure their proficiency with the first aid skills. Evaluation aspects include the transfer of knowledge from the instructor to the student, and ensuring that the student is able to perform as needed. There are no winners or losers. It does not matter who the “best” is and instructors should not be ranking students. Instructors are interested in how well the students do overall, and in determining if the students can apply their knowledge and skill to other situations. Instructors are also engaging the student and giving them feedback on their performance. Students are encouraged to go beyond being able to “beat the sheet”.

Judging a competition is seeking a winner. The judges are not concerned with how well the competitors can transfer their skills to different situations or if they have retained anything. The judges are there to determine if the competitors performed each item well enough to be awarded the points.

As an aside – while competitors are often strong first aiders, training for competition is never a substitute for training for real-life situations. It is possible for someone to be a very strong competitor but not a great first aider, and likewise for someone to be a very strong first aider but not a great competitor.



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



A look at

## SCORING SYSTEMS

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- OMFRC Scoring System
  - Ski Patrol
  - International Cadet Competition
- ACERT Scoring System
  - Lifeguard Competitions

Two main types of scoring systems are categorized. Within each scoring system, the marking schemes are not identical. Each conforms to the standards of its organization and may have some variations. For example, the Ski Patrol system is divided into different sections. The St. John Ambulance scoring system has different point values. These organizations also have different events, but the basic scoring is similar.

You may find the ACERT system to be similar to lifeguard competitions. Again, they are not identical, as each has its own standards and may assign different point values.

Comparing and contrasting these two systems, what are the advantages and disadvantages of each?





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## SOLVING DISCREPANCIES



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### What situations may arise?

- Disagreement about what is “correct”
- Disagreement with what the marking sheet indicates is correct or should be done

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To begin the discussion on how discrepancies and complaints are arbitrated, let's look at the types of discrepancies that may arise, the general principles of handling the discrepancies, and the resolutions for these situations.

You may have disagreement about the correct way to do something.

You may also have disagreement with what is on the marking sheet as “correct”.



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### Some general principles...

- The fairest result to all competitors
- No feedback or discussion at the site
- When in doubt, let someone more senior decide
- Remain calm, keep things moving

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In general, whatever is decided must be fair to all competitors. How this is achieved depends on several factors:

Most importantly is the opportunity for the discrepancy to affect different competitors in different ways. For example, if your competition is such that there is only one team performing a scenario at a time and the situation is the same for each team, then even if something was incorrect, it affects all the teams the same way. It should continue to be applied that way for the remainder of the competition.

If, on the other hand, there are multiple squares for the same scenario and one judge is applying a different criteria to a point, there may be a need to eliminate that from the scoring overall to make it fair.

Not allowing feedback or discussion of the scenario to take place with the judges at the site will go a long way to reduce discrepancies at the site.

If the decision is beyond the authority of the judge at the site, he/ she should involve the site coordinator or supervising judge at the site, who should in turn involve the chief judge as required (and as competition policy directs).

At all times the judge must remain calm, behave respectfully towards everyone, and keep things moving along – often the discrepancy must be solved after the fact.

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## Discrepancies?

- Disagreement about what is “correct”
- Disagreement with what the marking sheet indicates is correct or should be done

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For the first situation, the person who has to sort this discrepancy out should refer to the appropriate standards to determine what is correct and what is not.

The second point can be a sticky situation to deal with. At the National Conference of Campus Emergency Responders, there was a scenario that involved a casualty who had a seizure, and the marking sheet had the competitor helping them take their medication. The medication should not have been taken at that time, and it was an oversight when the scenario was written and nobody caught it in review. It was halfway through the day when a team challenged it, stating it was incorrect. At this point half the teams had done the scenario, so the fairest outcome was to continue to mark all of the teams the same way.



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Creating Exciting and Innovative First Aid Challenge Scenarios

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June 10, 2012



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Session Objectives

- Learn how to make dynamic scenarios
- Is there a difference between youth, adult and advanced first aid challenge scenarios?
- How do you manage risk exposure?
- How to work within a budget



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



Why would you organize a  
**FIRST AID COMPETITION ?**



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## Why run a competition?

- Test individual skills
- Group skills and dynamics
- Test procedures/ protocols
- Just to have fun





# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Staff

- Logistics
- Safety
- Timers
- Site Coordinators
- Tabulators
- Casualties
- Casualty Simulators
- Chief Simulator
- Judges/Evaluators
- Chief Judge/  
Evaluator



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## How to make **DYNAMIC SCENARIOS**



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



Is there a difference between youth,  
adult and advanced first aid

## CHALLENGE SCENARIOS ?



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How do you

**MANAGE RISK EXPOSURE?**



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## How to **WORK WITHIN A BUDGET?**



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## How to Plan and Run a First Aid Competition

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June 10, 2012



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Session Objectives

- Benefits of running your own first aid competition
- Types of first aid competition
- Planning process, required resources and personnel
- Planning for contingencies
- Overview of the Council for Ontario's Competitions Committee



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



The benefits of running your own

## FIRST AID COMPETITION





## ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



- Operations-based exercises/ competitions
  - **Prepare** responders for emergencies
  - **Strengthen** first aid skills and knowledge
  - **Clarify** team roles and responsibilities
  - **Validate** existing plans and response procedures
  - **Identify** gaps in your organization's training

First aid competition is a form of operations-based exercise. It stages a simulated environment, relevant to your organization, for your personnel to perform the tasks expected of them in a real emergency. Setting each competition's training objectives allows your organization to assess its competence in resource coordination and personnel cooperation.



## ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



- Your training objective determines the competition/ exercise format.
  - a. “Traditional” first aid competition
    - **Building block approach:** progressive evaluation of current level of skills
  - b. Functional exercise
    - Test the **interoperability** of teams
  - c. Multiple-casualty incident

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**First aid competitions** can escalate in complexity as needed:

- Concurrent model evaluates teams simultaneously
- Consecutive model allows teams to compete one after another at a single common site

Regardless of the chosen model, incorporating simulations and props help to train the competitors’ situational awareness.

**Functional exercises** provide an immersive experience, through a simulated environment, to decrease any initial disorientation associated with traumatic incidents. Keep the teams’ age range in mind. For example:

- Tie in the exercise with Halloween, for youths to overcome any fear of blood and gore
- Stage relatable scenarios for adults to prepare for critical incident stress

**Multiple-casualty incidents**, or mock disasters, allow responders from different organizations to work together and perform their respective functions.



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



A look at the

## PLANNING PROCESS



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## Essential Steps to Design a Competition

- Step 1:** Know your budget and needs.
- Step 2:** Secure an appropriate venue.
- Step 3:** Define the scope of the competition.
- Step 4:** Define performance-based objectives.
- Step 5:** Compose a scenario narrative.
- Step 6:** Develop first aid scenarios and marking guides.
- Step 7:** Procure resources and manage personnel for operations.

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### **Step 1: Know your budget and needs.**

- How much can you spend? Know your budget, and remember to allocate a portion for emergencies/ miscellaneous expenses.
- Establish the reasons to host a competition.
- Identify the training functions to be evaluated.

### **Step 2: Secure an appropriate venue.**

- Does the location offer what your competition needs? Hosting it in a location within your organization (e.g. company office) allows competitors to use their familiarity of the environment to shorten response time. Staging it in a new locale enables organizers to diversify the range of injuries and illnesses that may occur in said environment.

### **Step 3: Define the scope of the competition.**

Given the limits of available resources, you must define the extent of the competition. For example:

Where will it be held?

What types of staged hazards will be present?

How many competitors will be involved?

### **Step 4: Define performance-based objectives.**

What are the competitors expected to do?

Under what conditions, with what available resources?

According to what training standards?

### **Step 5: Compose a scenario narrative.**

The scenario narrative describes the major events, based on the setting, that lead up to the time when the exercise begins. For example:

"It is mid-August, you and your coworkers are at a company retreat in a remote area of the province."

### **Step 6: Develop first aid scenarios and marking guides.**

### **Step 7: Procure resources and manage personnel for operations.**



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



Behind the Scenes:

## COMPETITION PERSONNEL



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Core Frontline Personnel

- **Scenario Site Coordinators**
  - Coordinate the scenario site and personnel
- **Scenario Site Props Teams**
  - Set up and tear down the scenario sites
- **Judges**
  - Evaluate the competing teams' performance
- **Casualty Simulators**
  - Simulate casualties for one scenario
- **Casualties**

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**Scenario Site Coordinators** must also ensure the sites are properly set up, according to the scenario requirements and competition schedule. They must ensure the completed marking guides are delivered to the tabulators.

**Scenario Site Props Teams** are also responsible for stocking and restocking the site props.

**Judges** must be open minded to first aid principles, and not driven solely by textbook statements. Know your judges' first aid/ medical qualification beforehand. Bear in mind that the most challenging scenarios should be assigned to the most competent judging team.

**Casualty Simulators** should have received prior training in simulating casualties, so that the simulations would be realistic and accurate.

**Casualties** must be able to act consistently throughout the competition. Remember to match the scenario descriptions with appropriate casualties.



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Essential Personnel Behind the Scenes

- **Operations Team & Time Keepers**
  - Set the pace for the competition
- **Logistics Teams**
  - Procure, store and transport supplies and equipment
- **Sequesters**
  - Sequester teams in a reassuring atmosphere
- **Escorts**
  - Escort competing teams to and fro scenario sites

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**Operations Team & Time Keepers** must also monitor the progress of the competition throughout the day. Before starting each scenario, they ought to confirm the state of readiness of all the sites.

**Logistics Teams** must also set up and tear down the materials required by non-scenario sites (e.g. radios, sound system). They must also stock and restock first aid kits, as per scenario requirements.

**Sequesters** must also be able to follow directions from Operations Team. They must maintain the integrity of the scenarios by sequestering competing teams in a reassuring atmosphere.

**Escorts** must also maintain the necessary security and stay on schedule. Depending on the competition venue, their roles may involve vehicle transit.



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Essential Personnel Behind the Scenes

- **Runners**
  - Deliver marking schemes to tabulators
- **Tabulators**
  - Tabulate scores on marking guides
- **Hospitality Teams**
  - Deliver meals and refreshments to designated areas
- **Health & Safety Teams**
  - Ensure health and safety of all participants

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**Runners** must also ensure all the marking schemes are collected after each scenario.

**Tabulators** must also notify the chief organizers of any score discrepancies. They must also prepare a list of winning competitors.

**Hospitality Teams** must also be mindful of allergies and food preferences of the participants.

**Health & Safety Teams** must include qualified medical first responders and security personnel. Take the competition's locale into account. Can they respond to incidents on foot, or do they need vehicle transport?





# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



A look at

## CONTINGENCY PLANNING



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



## Exercise

A first aid competition is about to be held in honour of Burlington's 50<sup>th</sup> anniversary. You are a part of this event's organizing committee.

How would you make this competition a reality?

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Other potential crisis on the day of the competition:

- No shows?
- Site delays?
- Extra team arrivals?
- Extreme weather alerts?



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About the OMFRC's

## COMPETITIONS COMMITTEE



# ONTARIO MEDICAL FIRST RESPONSE CHALLENGE



- **Headed by the Competition Chair, with support from the Board of Directors and Council Staff, the Committee consists of Cell Chiefs and Deputy Chiefs in:**
  - Administration
  - Judging
  - Operations
  - Casualty Simulation
  - Logistics
  - Awards
  - Hospitality
  - Training