

The Pulse

by SCoP

Saskatchewan College of Paramedics newsletter

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2024



Greeting Australian recruits at the Saskatoon airport.
Photo from Medavie Health Services West – Saskatoon

Joining forces to
help address
paramedic
shortages

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Joining forces to help address paramedic shortages

By Virginia Wilkinson

Paramedicine in Saskatchewan, like so many other health professions, is dealing with a significant shortage of practitioners, right across the province. In fact, over the past year more than 100 positions for primary care paramedics and advanced care paramedics went unfilled.

“The paramedic shortage is a perfect storm of attrition, shortages from a backlog of training which didn’t happen at some points during COVID, increased call volumes, and increased call requests, and everyone is looking for paramedics because they see that we are a profession that can really meet those demands outside of the hospital,” said Kyle Sereda, General Manager/Chief of Paramedic Services, Medavie Health Services (MHS) West-Saskatoon.

It’s an issue that’s of concern to everyone working in the sector including the Saskatchewan College of Paramedics, which is doing everything it can, within the limits of its mandate, to support employer recruitment efforts.

“We are not in the business of recruiting, but we are doing whatever we can to support that activity,” said Jacqueline Messer-Lepage, Executive Director/Registrar, Saskatchewan College of Paramedics (SCoP).

SCoP has streamlined its registration process so that once individuals are ready to be licensed with the College, licence issuance can be done within an hour. The College is helping to post and promote job openings and has also begun work to support employer missions.

In September Messer-Lepage and Jen Williams, SCoP’s Director of Professional Practice, participated in a paramedic recruitment mission to Australia with Medavie Health Services.

“The College was invited on this very successful mission, financially



supported by the employer. The delegation visited three cities which tapped into students from ~15 universities,” said Messer-Lepage.

The recruitment team included three individuals from Medavie who were responsible for interviewing practitioners, and two members of SCoP who undertook a virtual reality (or tabletop scenario) assessment of each candidate’s competency. The SCoP team then helped candidates with licence applications and ensured candidates were aware of what they required in order to practice in Saskatchewan.

After meeting with Medavie and SCoP, candidates met with a representative from Immigration Canada to discuss the most appropriate immigration process to follow. Each candidate was given a contact number for immigration support, so that if they ran into trouble they could reach out and talk with someone.

“It was really well-planned – and the results were amazing. Medavie made 51 job offers as a result of the mission, and 31 of those candidates committed to coming to Saskatchewan. Not every employer has the capacity to undertake a mission, but even one mission can take pressure off the system. It basically fills some of those vacancies

that have gone on for a very long time,” said Messer-Lepage.

The first cohort of Australian recruits arrived in Saskatoon on December 27th and started their onboarding process at the end of January. Three cohorts of recruits are expected to arrive in Canada in 2024.

“Australia has the opposite problem to what Canada has, in that they are producing a lot more trained paramedics than they have jobs for, where we have not enough paramedics and too many jobs. I think this and the fact that we have similar cultures was just a really good fit,” said Angela Sereda, who was a Medavie lead on the Australian mission.

To help recruits integrate into their Saskatchewan communities, Medavie has a program that begins working with the new recruits as they arrive in Canada.

“The employer is helping the new recruits find appropriate accommodations, they are pairing up people who were interviewed from the same class, so that people are not living by themselves; they have also set up a mentorship program so that when people arrive in Canada, they have access to support in the workplace. It’s a great system and we

are pleased to be able to help support it,” said Messer-Lepage.

Messer-Lepage says all candidates were advised that they would have a restricted licence and would have to complete gap training and write the national exam when they arrived in Canada. Only after completing the exam and the gap training will the recruits be fully licensed.

“We have a three-pronged stool we use for licensing; the exam, the academics, and the practical training. As a licensing body with a mandate to protect the public, we need to ensure that all three competency pieces are completed.”

SCoP has reduced red tape where it can, and staff are working to be as flexible as possible, helping to address hurdles such as an extension on a licence restriction, while complying with the legislation governing the organization. These processes are in place for Saskatchewan/Canadian applicants as well.

“We are looking for ways to help members and recruits get to our required competency levels, so it’s not about saying ‘No’ but more about saying ‘what can we do to make this work’. It’s important that people don’t think of us as a barrier. If they do, they need to talk to us about why they feel that way, because maybe we can do something to help (providing it is within our mandate). If people are struggling, we are going to try to help them find the resources they need,” said Messer-Lepage.

VIRTUAL REALITY (VAPOC)

The virtual reality assessment tool played an important part in the Australian mission. This was the first time the new virtual reality assessment tool has been used in a recruitment process. The tool has been in development and then in a pilot testing phase since 2021. Its value was clearly depicted on the Australian mission.

“It was an extremely useful tool to have on the mission,” said Messer-Lepage.

SCoP has received almost \$1M in Employment and Social Development Canada (ESDC) government funding since 2018 to create a set of virtual

reality competency assessment modules that could be used both within the province and internationally.

“We can also send our virtual reality equipment with those going on a mission and not taking us, or we can send the equipment to their targeted recruits, or we can do a different type of competency assessment that doesn’t require virtual reality.”

- *Jacquie Messer-Lepage, SCoP*

The College has developed four scenario-based modules that can assess competency in a wide range of areas. The technology now enables SCoP to send the VR headset to a paramedic anywhere in the world and assess their competency either in real time or through an assessment that is downloaded to the head set and sent back to SCoP for review. SCoP was fortunate to have partnered with the University of Regina and a number of subject matter experts on a pilot of the technology; the pilot was funded through research grants. This allowed the College to advance the technology validation process without having to dig

into SCoP reserves.

The Australian mission marked the first time the technology was used as part of a real-life candidate assessment process.

“What I am hoping is that in the future we can use it in the province to assess specific competencies required by our members, without having to send them to a hospital setting. It should help to make the process much less onerous for our members and employers,” said Messer-Lepage.

According to Angela SCoP’s role in the mission helped with its success.

“It was extremely important because it was really a one-stop shop for the candidates. And it allowed collaboration afterwards, where we sat down as a group and really discussed each candidate from their interview to their practical portion, and to how they’d scored, to really reach a joint decision,” she said.

Messer-Lepage says the mission is the kind of thing the College is pleased to support. If an employer decides they want to undertake a recruitment mission but doesn’t have the financial ability to bring SCoP along, the College can still support them from Regina through fast turnarounds on licence evaluations.



SCoP and Medavie staff

2024 SCoP Council election

The election for SCoP Council is held online each year when needed.

Voting opened March 30 at noon. Ballots and a reminder have already been emailed to members. Voting ends April 29.

Four members have put their names forward to run for two Member-at-Large positions on Council. One member has been acclaimed as Vice President.

Notice: a third Member-at-Large position was vacated half way through the two-year term, so Council will appoint a third MAL for a one-year term, as per The Paramedics Act, based on election results.

Please note that SCoP uses a two step process to validate votes:

Once you vote, you will be sent an email and you must click on the link in your email for your vote to be counted.

All votes are confidential and counted one time. Successful candidates will be announced at the AGM on Monday, May 6.

4 Candidates for 2 elected Member-at-Large positions:



Destin Ash

Destin Ash is an ACP/CP currently employed with North East EMS based out of Nipawin and

Cumberland House. He began his EMS career in Maple Creek after graduating from the SIAST PCP program in 2009. During this time, he completed the ICP program graduating

in 2010. In 2012, he chose to enroll in the ACP program, graduating in 2012. Not being done with furthering his education, Destin completed the Community Paramedic program in 2021 through Saskatchewan Polytechnic. Wishing for the opportunity to practice these new found skills and concepts, he was employed with North East EMS in April of 2020.

His EMS career has been focused on the rural arena being employed in Maple Creek, Swift Current and Assiniboia. Destin feels that EMS is a crucial part of the health system, and in the rural setting. EMS is most times the first contact in an individual's time of need. This places prehospital providers as an important part of the overall care of the patient.

The passion of learning is something that has driven Destin to give back to the profession. In 2013 he delivered the PCP 2011 upgrade course in the Swift Current area and soon after was employed as a casual paramedic instructor at SPT-Regina. He holds instructor status with the Canadian Red Cross- First Aid/CPR and Advanced First Aid courses; Heart and Stroke- BLS, ACLS, and PALS; as well as ITLS- basic and advanced provider.

In 2017, Destin co-authored the tranexamic acid and hemostatic agents protocol proposal alongside his friend and colleague, Michael Hengstler. He was awarded the Saskatchewan Star of Life for his work in promoting local health services and team-based approaches to patient care in 2019. In 2022, he became an ITLS Instructor Trainer and was elected as a member of the ITLS advisory committee and currently sits as vice chair. He has had the privilege to be a subject matter expert for the college in the development of the VAPOC project, designed to allow international applicants the ability to perform VR skills and patient integration for Saskatchewan licensing.

Destin and his wife Amanda founded A-Line Medical Training in 2020. Their vision is to provide lifesaving medical education to not only health care professionals in Saskatchewan, but also to the public to promote healthy

“We can also send our virtual reality equipment with those going on a mission and not taking us, or we can send the equipment to their targeted recruits, or we can do a different type of competency assessment that doesn't require virtual reality,” said Messer-Lepage.

While missions have played an influential role in recruitment, Kyle Sereda says its important to examine what will both attract and retain new employees. He says Medavie has begun work on career pathing and looking at opportunities to change hours of work for paramedics in some positions. He says this has played a role in Medavie's international recruitment efforts, and he believes this approach will be critical for both recruitment and retention into the future.

“We have the ability to stream people into different specialties that can help to entice them to join our organization, this includes areas like Mobile Integrated Health, detention services, services that work with vulnerable populations, tactical EMS that work with police, and more,” said Sereda.

According to Sereda these services can have adapted work hours which gives employees options to balance their personal and work life without being financially impacted. He says it's both an important recruitment and retention tool.

Sereda believes that the work SCoP is doing to streamline the registration process, and to support paramedic recruitment within its mandate will play an important role in helping to address the province's paramedic shortage.

“I really see light at the end of the tunnel. I think by recruiting internationally and looking at our recruiting and retention practices, we are helping to add to the pool of resources in Saskatchewan, and we are bringing in some skill sets that we don't have enough of right now – its real win for all of us. I think the future of the profession looks very positive,” he said.

communities for all.

Destin feels that by offering his experience and rural perspective to the Saskatchewan College of Paramedics Council, that it will provide a well-rounded and complete view of the prehospital providers in Saskatchewan. Our goal as providers are to help those in need, and as a profession it is to protect those that are in need in the province of Saskatchewan. It is his hopes to assist the College in this task.



Donna Dohms

Donna Dohms is an Intermediate Care Paramedic for Saskatchewan Health Authority EMS serving Sunrise and Kelsey trail facilities. She has been employed full time since 1989 where she has served in various communities including Moosomin, Humboldt, Preeceville and Nipawin. Her experience is on car, CEC facility, supervisory and as an EMS Education Coordinator for 14 years.

She began as an EMR in 1989, achieving her EMT/PCP in 1991 at SIAST. Shortly after, she achieved her EMT-A/ICP in 1997 and still continues to advance her education. She is also a former instructor for St. John Ambulance, HSF, and Red Cross for 23 years.

Donna served on the SCoP Education Committee from its inception in 2010 to 2013 where she was active on the audit committee, the protocol committee and served on the Paramedic Practice Committee with the College of Physicians and Surgeons. She enjoyed serving her peers in this capacity and found it very rewarding to see our profession advance. In 2011, she was humbly

honored with the Governor Generals Exemplary Services award in EMS.

Donna has recently moved back to Melville with her family to get back to their roots. She hopes to become involved again in various volunteer activities and interests. SCoP has always been one of those interests through which she hopes to serve her peers again.

Donna has accepted nomination to run for Council. She hopes her broad experience base will supplement her ability to collaborate with the team members to make sound decisions for our future. She states "Many hospital hallway conversations begin with 'What if we could'. I would like to help advance them to become 'We can!'"



Heather MacMillan

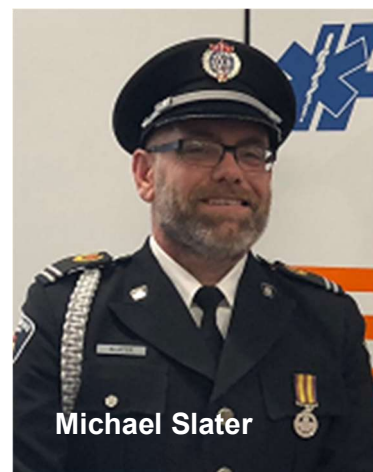
Heather MacMillan has been working in the emergency medical field since 2004, when she obtained her Primary Care Paramedic licence. At that time she worked in both rural and urban services. In 2009, she successfully graduated and obtained her Advanced Care Paramedic diploma, and worked with Regina EMS until 2015. After her 2015 maternity leave, she returned to work in the newly established 'Seniors House Calls Program', where she worked in the community as a paramedic. During this time she successfully had an equivalency assessment approved by the Saskatchewan College of Paramedics and obtained her Community Paramedic Endorsement. She has been working with the Intermediate Care Services Team (formerly known as Seniors House Calls) since then. She also holds a part time instructor position in the Saskatchewan Polytechnic Paramedics program and

a casual position with Prairie Skies Medical Imaging.

Heather has been part of numerous committees throughout her career in EMS such as the Paramedics with Heart Organization, the EMS working group for 2009 On-Scene Emergency Services Joint conference, the Milestone (Sooline) EMS Ambulance board and most recently part of the Paramedic Association of Canada's NOCP working group for the review of Community Paramedicine. Heather was also a guest author in the 2023 edition of the Women in Canadian Paramedicine. She also been part of working groups for The Long Covid Pathway, Earlier Palliative Integrated Care (EPIC) and Saskatchewan Roughriders Alumni Grey Cup Silent Auction.

Heather is hoping to be accepted into the Bachelor of Applied Health Sciences – Paramedic during the next intake and will be working on several Community Paramedicine related projects.

Heather currently resides in Regina, Saskatchewan.



Michael Slater

My name is **Michael Slater**. I have been in EMS for 29 years and for 27 of those years have worked for Medavie Health Services West – Moose Jaw, currently as an Advanced Care Paramedic. I graduated from Saskatchewan Polytechnic as a Primary Care Paramedic and then in 1999 as an Advanced Care Paramedic.

I currently am an instructor in ITLS,

First Aid/CPR, 1st Responder, Road to Mental Readiness and Group Crisis Intervention. I also am employed as a casual instructor at Saskatchewan Polytechnic since 2008.

I am very committed to mental health support and awareness for the paramedic profession. I have certification in both basic and Advanced Group Crisis Intervention and Assisting Individuals in Crisis. I am currently an active member of the Provincial Crisis Intervention team and have provided Critical Incident Stress debriefing throughout the province, as well as recently becoming a member of the Saskatchewan College of Paramedics Member Wellness Committee.

I am married with 3 grown children and a grandson as of January 2021. About 5 years ago I made a major lifestyle change, losing over 100lbs and becoming very passionate about physical fitness. I have completed the Regina Police Half Marathon, Rocky Mountain Super Spartan Challenge, and finished in 3rd place in the Novice division of the Paramedic Fitness challenge at the EMS expo in Winnipeg

I continue to be passionate about the paramedic profession and I am looking forward to new and exciting challenges in both paramedicine and fitness.

Professional Conduct Update

The College is responsible for the protection of the public, and management of this responsibility is one of the most important roles that the College has.

It is our job to assure the public of the knowledge, skill, proficiency, and competency of members in the practice of emergency medical services.

So far in 2024, the Professional Conduct Committee has received 8 new complaints.

Of these, all 8 relate to professional misconduct. 1 of those also relates to professional incompetence.

2024 AGM Registration

Our Annual General Meeting will be held online via Zoom Webinar on Thursday, May 4 from 9:00 a.m. – 1:00 p.m. The theme is Expanding Awareness.

The event will feature College updates and business, Q&A with SCoP staff and Council, and two professional development presentations.

Video and microphone capabilities are not needed for participants. Questions will be asked by typing them into the Q&A area and voting will occur by poll.

Registration is required to attend. 8 Continuing Education (CE) credits will be awarded to those who attend; attendees must be on separate devices to receive CE.

Visit the SCoP website to register!

AGM KEYNOTE SPEAKER: Christopher Bauer, licensed psychologist and ethics, values and trust expert

Professional Ethics - A Preventive Maintenance Approach

This won't be a review of the ethics code, case studies, or case law! Instead, it will be a unique program designed to help assure that you and your entire organization are able to more easily "walk the talk" of great ethics.

This often-humorous program will show us ethical risks we never even knew we had and what can be done right now to make sure those risks don't turn into costly ethical and legal problems on the job. You will also learn how a slightly changed focus on ethics can significantly build your organization's bottom line.

Ethics and fun aren't words you usually hear in the same sentence. However, Christopher Bauer has been making professional ethics both straightforward and fun for international audiences for more than 25 years. He will present ethics

differently than you have probably ever experienced them before. The tone will be conversational and the ideas will be immediately applicable.

You will leave with easy, practical ideas and tools to reduce your risk for ethics difficulties while simultaneously reducing the risk to your colleagues, coworkers, and the entire organization.



Christopher Bauer

AGM presentation: Schizophrenia Society of Saskatchewan

Stand-up to Stigma: Let's Talk About Mental Health

The Partnership Program, a stigma-busting initiative by the Schizophrenia Society of Saskatchewan, features individuals living with mental illness, their family members, and mental health advocates.

Offering insights into mental health realities, dispelling stigmas, and providing information on community resources, the presentation concludes with a Q&A and survey to foster engagement and understanding.



A REASON TO HOPE. THE MEANS TO COPE.
SCHIZOPHRENIA SOCIETY OF SASKATCHEWAN
SOCIÉTÉ DE SCHIZOPHRÉNIE DE LA SASKATCHEWAN
UNE SOURCE D'ESPOIR, DE SOUTIEN ET D'ENTRAIDE.

AGM Resolutions

The following resolutions were submitted to the College and will be presented to SCoP members at the AGM on May 6. Members who have questions about these resolutions should submit them ahead of time to jmesserlepage@collegeofparamedics.sk.ca who will then pass them on to the movers.

PLEASE NOTE: The College no longer requires a vote on Resolutions; see section 4 in the Bill 120 information piece following the resolutions. Council is now permitted to make bylaw amendments and submit them to the Minister

1. Amendment to the Skills Reporting Form requirements for registration renewal

Resolution moved by Trevor Lowey; seconded by Gregory Lowey

WHEREAS: The Saskatchewan College of Paramedics is the regulatory body for the paramedic profession in Saskatchewan, and;

WHEREAS: The Saskatchewan College of Paramedics determines the registration renewal requirements for members of the profession, and;

WHEREAS: The Saskatchewan College of Paramedics has determined that the timelines for the renewal of mandatory certifications required for recertification are the domain of the various agencies responsible for those certifications, and;

WHEREAS: The agencies responsible for recertification of various mandatory certificates required for the annual Saskatchewan College of Paramedics recertification process also evaluate the skills associated with those certifications, and;

WHEREAS: The requirement to complete the mandatory skills reporting form is redundant to the recertification of mandatory certificates;

BE IT RESOLVED THAT: The mandatory skills reporting form be removed as a requirement for annual

recertification with the Saskatchewan College of Paramedics as these skills are already evaluated during the mandatory recertification process.

2. EMR Training and the Required minimum number of training hours

Resolution moved by Marie Stimson; seconded by Doris Robertson

WHEREAS: Newly trained EMRs in Saskatchewan are required to write the National COPR exam before being issued a non-restricted licence to practice paramedicine in Saskatchewan. Of the Saskatchewan-trained EMRs writing the COPR exam the pass rate is below the national average.

WHEREAS: This exam is currently providing a lot of added anxiety to the new EMR grads as well as a large financial loss which is leading to some walking away from a career in EMS due to this problem.

WHEREAS: The minimum number of training hours currently accepted by the Saskatchewan College of Paramedics is 80 hours.

WHEREAS: The current EMR training programs in place and approved by SCoP do meet the required NOCP guidelines.

WHEREAS: EMR training programs in Alberta are approximately 250 hours, some courses are a mix of in class/lab time with virtual training time as well. EMR training programs in Manitoba are approximately 300 hours, again some could be in class/lab hours and some virtual training hours. Manitoba and Albertas newly trained EMRs writing the COPR exam have an above average pass rate.

BE IT RESOLVED THAT: The Saskatchewan College of Paramedics increase the required number of training hours needed for EMR training programs to no less than a total of 160 hours.

BE IT RESOLVED THAT: The required increase in hours be in place for new EMR grads writing the COPR exam

BE IT RESOLVED THAT: Both the

Red Cross EMR program and St. John's EMR training program continue to be used as base programs, with an increased minimum number of hours. 160 or more.

3. Restricted Supervision

Resolution moved by Steven Skoworodko; seconded by Keith Woytiuk

WHEREAS: There are sometimes delays in paramedics completing their course and writing COPR; and

WHEREAS: There is increasing paramedic burn out and fatigue; and

WHEREAS: In other medical professions like nursing, supervision does not have to be direct; and

WHEREAS: Restricted Paramedics, the only thing holding them back from being an unrestricted Paramedic is the COPR exam; and

WHEREAS: Restricted Paramedics become more confident and comfortable with patient contact and patient care; therefore,

BE IT RESOLVED THAT: Saskatchewan College of Paramedics change or remove the definition of supervision; and

BE IT RESOLVED THAT: Restricted Paramedics must still work with a Paramedic of equal or higher designation and that unrestricted paramedic must be available to assist or support the restricted Paramedic.

4. Licence Exam Writing

Resolution moved by Paul Hills; seconded by Adam Fedrau

WHEREAS: There is a time and place for the need of a National exam for graduate paramedics or new to the province paramedics. Historically paramedics were considered ready for practice once they graduated their respective approved educational programs. Now it is deemed necessary to have an extra check on a graduate's knowledge;

WHEREAS: We have seen that there are less paramedic graduates entering into the working profession and delays

in EMS providers having staff available to work that are unrestricted. Both items are contributing to a worker shortage in Saskatchewan;

WHEREAS: Looking at the past and experiencing the present staffing issues it is imperative that we look at all avenues to get graduated paramedics into the workforce as soon as possible to stabilize a crumbling workforce; and

WHEREAS: The existing parameters and design of the national exam isn't conducive to the needs of the paramedic profession and not in line with other professions that require a national exam;

WHEREAS: Each employer of an EMS service should be able to decide if they want or need to hire a paramedic that has passed a national exam and or have their own existing employees that are on leave to attend a registered program require to have the exam passed prior to being licensed without having to deal with the restricted status; therefore,

BE IT RESOLVED THAT: The Saskatchewan College of Paramedics move to have the national exam be considered an endorsement that paramedics may achieve rather than a necessity to be licensed; and

BE IT RESOLVED THAT: The national exam be used more as a designation for labour mobility rather than another level of scrutiny for a paramedic to achieve when they have already graduated from a recognized training program; and

BE IT RESOLVED THAT: The Saskatchewan College of Paramedics review the current approved exam provider and look at other options that may align better with the registration needs of the paramedic and profession similar to other professions.

5. Member Liability Insurance

Resolution moved by Steven Skoworodko; seconded by Kelly Prime

WHEREAS: Members of Saskatchewan College of Paramedics should have liability insurance to protect themselves and the public; and

WHEREAS: There is more than one

company that provides liability insurance; and

WHEREAS: Other insurance companies may have additional coverage equal to or above the current liability insurance standard provided by the Saskatchewan College of Paramedics; and

WHEREAS: Saskatchewan College of Paramedics should set out minimum amounts of coverage; therefore,

BE IT RESOLVED THAT: Saskatchewan College of Paramedics allow members to choose an insurance that best covers them; and

BE IT RESOLVED THAT: Members must provide proof of insurance like any of their other mandatory certificates.

2023 Legislative Amendments to The Paramedics Act: Bill 120

ISSUE:

- Prior to the introduction of Bill 120, the regulating of health professions in Saskatchewan was inconsistent due to variations in the legislation in place.
- To create consistency in health regulation, the Saskatchewan government enacted Bill 120 [Miscellaneous Statutes (Health Professions) Amendment Act, 2022] in Spring 2023.

KEY MESSAGES:

- Bill 120 creates one standard for legislation among all health regulators.
- The changes impact each regulator differently, depending on the legislative template in place prior to Bill 120.
- The regulators have been working

on amendments to regulatory and administrative bylaws since the introduction of the Bill.

BACKGROUND:

- The Network of Inter-professional Regulatory Organizations collaborated on developing legislative amendments in 2019-2020 that were intended to remove legislative barriers to effective regulation, particularly those that did not serve the public interest.
- The amendments were included with Ministry of Health amendments making up Bill 120, which was introduced to the legislative assembly in December 2022.
- Bill 120 was approved by the legislative assembly in spring 2023 at which time the provisions were deemed to be in effect.
- Since that time, SCoP has been working on bylaws to support Bill 120 legislative changes.

Below is a summary of key legislative amendments and the implications to SCoP. The full bill may be accessed on the Government of Saskatchewan Kings Printer <https://publications.saskatchewan.ca/#/products/119859>

Amendments:

1. New Section 8- Council Formation /Composition

Authorizes regulatory bodies to establish processes in bylaw to determine the size, composition, requirements, and appointment/election process.

Implications: Significant

- The College will have the ability to create bylaws that define council composition and appointment or recruitment
- This change creates the opportunity to introduce best practices in regulatory governance and explore existing governance models including considering skills-based recruitment (i.e.: Composition Matrix, Competency Survey). The role of the Nominations Committee

and nominations processes may need revision.

2. New Section 10- Resignation

New language to standardize legislation

Implications: None

3. New Section 11- Vacancy

New language to standardize legislation

Implications: None

4. New Section 14-5 Procedures (replacing Section 14)

Prior to the introduction of Bill 120, bylaws were approved by the Members at an Annual Meeting and then by the Minister.

With the introduction of Bill 120, Council may adopt bylaws without membership vote/approval. The council are now permitted to make bylaw amendments and submit them to the Minister.

Stakeholder consultation and Ministerial review remain the same. Although an Annual Meeting will still be held, it will be much less comprehensive.

Implications: Moderate

- Migrate the bylaw development process away from the Annual Meeting Cycle
- Policy revision; no bylaw change required
- Communication with members about the changes (this memo is an example)
- Members/ Stakeholders will still be invited to participate in consultation
- Policy changes to reflect the updated process

5. New Section 14-6(1) for Council and Committees (amended Section 15)

New language permitting panels of the PCC and DC, and the composition and procedures of the panels

Implications: Moderate

- Bylaw changes and policy drafting are required

6. New Section 14-8 (Amended Section 26) Authority of panels

Implications: Moderate

- Bylaw changes and policy drafting are required

7. New Section 14-9 Investigation (replaced Section 27/28)

Role of PCC and process for managing complaints

Implications: Minimal

- Minor policy drafting is required

8. Section 15(2fi) – Bylaw making ability to establish panels of statutory committees

Currently, the legislation refers to "the Committee" and not panels of the Committee, making it unclear if decisions made by a panel of the Committee are authorized. This amendment will allow regulators to outline the use of Committee panels in the bylaws.

Implications: Minimal

- Bylaw, policy, and process development

9. Section 16- Filing of bylaws

Implications: Minimal

- Minimal wording changes.

10. New Section 23.3 Examination to assess whether curtailment of practice should be ordered

New section to address member fitness to practice and ability to investigate, direct assessment, and curtail or suspend practice where necessary.

Authorizes the Registrar or Investigation Committee to manage issues related to fitness to practice outside of the complaints and discipline process, which is the only available option now. The existing process creates a risk for Charter rights violations. The new amendments authorize the Registrar or the Professional Conduct Committee (PCC) to direct examination/assessment, impose limits or conditions, or suspend licensure.

Implications: Significant

- Extensive policy and bylaw drafting required
- Development of an "appeal" process
- Communications (internal, members, external)
- Website revisions
- Staff and Committee education/orientation

11. New Section 27 Investigations & Investigative Powers

These changes significantly increase investigative power and the decision-making authority of the PCC. The process currently allows the Committee to either refer to discipline, take no further action, or resolve by consensual resolution.

The changes authorize the PCC to refer for mediation when they determine the issue is only of concern to the two parties and outside of the regulator's concern. Currently, the PCC process will often land at a CCRA for these types of issues and can be delayed due to the requirement to obtain complainant consent to a CCRA.

The PCC will be authorized to:

- summon the member to appear before the Committee for a caution (current process, letter of guidance)
- require the member to complete specific education
- accept a voluntary surrender of licensure
- accept an undertaking (former CCRAs required the complainant's consent) providing for various options (assessment, monitoring/supervision, remedial training, placing conditions on practice).

The amendments allow the Investigation Committee to compel individuals other than members to cooperate with an investigation via a summoning process and prescribe investigative options/powers (did not previously exist).

Implications: Significant

- Bylaw, policy, and process development

- Staff and Committee education/orientation
- Database revisions /enhancement
- Communications (internal, members, external)
- Website revisions

12. New Section 28(1)- Interim Suspensions

This amended provision allows the Executive Director or Discipline Committee to suspend or restrict a member's license based on the complaint or the nature of the case while a complaint is under investigation. Currently, a Court Order must be sought to impose an interim suspension.

Implications: Moderate

- Bylaw, policy, and process development
- Staff and Committee education/orientation

- Database revisions /enhancement
- Communications (internal, members, external)
- Website revisions

13. New Section 34- Criminal Conduct

This amended provision allows the regulator to continue their investigation when the member's conduct is possibly criminal and requires the Committee to disclose the information to law enforcement.

Implications: Minimal

- Bylaw, policy, and process development
- Staff and Committee education/orientation
- Database revisions /enhancement
- Communications (internal, members, external)
- Website revisions



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