

SASKATCHEWAN COLLEGE OF PARAMEDICS

COMPLAINT RESOLUTION AGREEMENT

BETWEEN:

Rebecca Sadana, ACP, Registry No. 26711 (the Member)

AND:

THE PROFESSIONAL CONDUCT COMMITTEE (The PCC) OF THE SASKATCHEWAN COLLEGE OF PARAMEDICS (The College)

Whereas the Saskatchewan College of Paramedics received a complaint on September 5th, 2025 alleging that the Member had failed to recognize the indications for defibrillation and subsequently did not perform the appropriate interventions during the resuscitation of a patient on September 1st, 2025. The member had also submitted a self-report of this same incident on September 17th, 2025, after an internal review by the member's employer had been initiated.

Whereas the complaint was referred to the PCC for review and investigation in accordance with subsection 27(1) of *The Paramedics Act*; and

Whereas as a result of its investigation, the PCC is of the opinion that the Member would most likely be found guilty of Professional Incompetence, as that term is defined in *section 24 of the Paramedics Act*, on the grounds that the Member failed to recognize the clinical indications to provide defibrillation and anti-arrhythmic medication administration for a patient in cardiac arrest. It was also noted that at the time of termination of resuscitative efforts that the patient had been in a cardiac rhythm which again indicated defibrillation which was not performed. Furthermore, the PCC is of the opinion that the member would most likely be found guilty of Professional Incompetence as the member failed to maintain the professional standards outlined in *sections 1, 2, and 7 of the Standards of Practice*.

Professional Misconduct is conduct that is harmful to the best interests of the public; and/or the members; and/or the standing of the profession. Any conduct that is harmful to the best interests of the public, and/or the members; and/or that tends to harm the standing of the profession is Professional Misconduct.

Professional Incompetence is conduct that includes a display of a lack of knowledge, skill or judgment to an extent that demonstrates the member may be unfit to continue in the practice of the profession; and provide services that are ordinarily delivered as part of the practice of the profession and/or a disregard for the welfare of a member of the public to the extent that a member may be unfit to continue in the practice of the profession or provide services delivered as a part of the practice of the profession.

Section 10 of the College's Regulatory Bylaws requires that every Member must comply with the Code of Professional Conduct and Standards of Practice. A breach of the Code is therefore a breach of the bylaws, and a breach of the bylaws is Professional Misconduct as defined in *section 25 of The Paramedics Act*; and

Whereas the PCC is of the opinion that no further action with respect to the matter under investigation is warranted because the Member and the PCC have entered into a Complaint Resolution Agreement with specified terms and undertakings, and the Member has agreed to these measures to address the conduct that led to the complaint in this matter.

NOW, THEREFORE, the PCC and the Member agree as follows:

1. Terms and Undertakings

- 1.1. The Order remains in effect for a period of 12 months or until the Member has completed the undertakings set out in paragraph 1.3. have been satisfactorily complete. This shall be no more than one year from the date the PCC signed the Agreement.
- 1.2. The Member acknowledges and understands the seriousness of following their responsibilities and obligations as contained in the Code of Professional Conduct and Standards of Practice and understands that as a paramedic, they are required to behave in a manner that is beyond reproach and to conduct and present in such a manner so as to encourage and merit the respect of the public for members of the profession.
- 1.3. The Member undertakes to:
 - (a) The Member's ACP license will be placed under restriction, limiting the ACP scope of practice to only be permitted while in direct supervision under an unrestricted licensed ACP or CCP. Direct supervision is defined as no more than an arms length away at all times while providing patient care. In the event that direct supervision cannot be maintained, the Member will be restricted to practice under the PCP Scope of Practice. The license restriction will be in effect until the Member has successfully completed the terms outlined in this Agreement and having been confirmed by the PCC; and
 - (b) The Member will review the College's *Code of Professional Conduct and Standards of Practice* within 1 month of signing this Agreement; and
 - (c) The Member will disclose the PCC findings and decision of professional incompetence and the entrance into a Complaint Resolution Agreement to the Canadian Heart and Stroke Foundation within 1 month of signing this agreement. The Member acknowledges that the Canadian Heart and Stroke Foundation will be contacted by the Saskatchewan College of Paramedics to confirm this disclosure has occurred; and
 - (d) At the Member's expense, complete the 6 Second ECG Essentials: Live Online course provided by SkillStat. A link to this course is provided here for the Member, <https://www.skillstat.com/skillstat-courses/six-second-ecg/six-second-ecg-intensive?type=live-online>. The Member will provide proof of course completion to the PCC within 4 months of signing this Agreement; and
 - (e) At the Member's expense, complete an Advanced Cardiac Life Support Provider Course with the Canadian Heart and Stroke Foundation and provide proof of completion within 4 months of signing this Agreement; and
 - (f) Within two months of completing the terms described in 1.3 (a), (b), (c), (d) and (e) submit to the chair of the PCC an essay of no less than 2,000 words and with no fewer than three references describing the professional requirement of maintaining competency as a paramedic including

patient assessment, therapeutics, and collaboration amongst other health care providers. The essay must be written in a reflective format with responses addressing the following three questions:

1. *From your perspective, what were the perceived errors or circumstances that resulted in this complaint and subsequent CRA.*
2. *Tell us what you have learnt as a result of this complaint and subsequent CRA.*
3. *How has what you have learnt during this process impacted your professional practice to date, and how will this impact your practice moving forward. and;*

(g) Pay costs related to the investigation of [REDACTED], within 12 months of signing this Agreement.

2. Disclosure and Notification

- 2.1 Disclosure of this Agreement shall be in accordance with *The Paramedics Act* and the College's policies that may exist from time to time.
- 2.2. The existence of this Agreement between the College and the Member shall be recorded on the register of the College until the term of the Agreement expires.
- 2.3. The PCC and the Executive Director of the College shall receive and keep a signed copy of the Agreement for their records.
- 2.4. The Member's employer will be provided with a copy of the Agreement.
- 2.5. Any Canadian paramedic regulator may be notified of the Agreement.
- 2.6. This Agreement will be posted on the College's website.

3. Consequences of Breach of Undertaking

- 3.1. The Member acknowledges and understands that, if the PCC has reason to believe the Member has breached an undertaking contained in this Agreement, the PCC will investigate the matter as a new complaint in accordance with *The Paramedics Act*.

4. Conclusion of Undertaking

- 4.1. If the PCC is satisfied that the Member has substantially complied with the terms and undertakings in this Agreement, the PCC will consider the undertakings to be concluded and shall inform the Member in writing that:
 - 4.1.1. The Member's compliance with the terms and undertakings have been satisfactory; and
 - 4.1.2. The notation on the register regarding this Agreement has been removed.

This Agreement was signed by the Member on the 10th day of Feb, 2026.

Rebecca Sadana
Registry Number 26711

Witness

This agreement was signed on behalf of the PCC on the ____ of _____, 2026.

Ron Colin
Chair, Professional Conduct Committee
Saskatchewan College of Paramedics

Witness