



COUNCIL MEETING HIGHLIGHTS

November 14, 2025: 0900 - 1600

Face-to-Face Meeting: 205, 3775 Pasqua Street Regina

Present: Noël Dunn (President), Bill Fischer (Vice President), Matt McGurk (Past President), David Kopperud, Carla Roy, Joel Gritzfeld (Public Representative), Karen Gibbons (Public Representative), Jacquie Messer-Lepage (Executive Director), Louise Durnford (Director of Operations), Jodi Egeborn (Manager of Professional Conduct), Jennifer Williams (A/Registrar & Director, Professional Practice and Research), Collette Parks (Communications Coordinator), Rashed Al-Mamun (Senior Research and Policy Analyst), Tosin Adewusi (Senior Legislative and Conduct Analyst), Manal Harb (Bookkeeper) Destin Ash (Clinical Practice Specialist)

Regrets: Michael Slater, Mathieu Leonard (Fire), Roger Carriere (Public Representative)

Please note: *This meeting will be held in two parts. Part 1 will be our regular meeting; Part 2 will focus on Risk Assessment and will be facilitated by an external consultant.*

1.0 Call to Order

- President called the meeting to order at 0901

2.0 Land Acknowledgement:

- I want to acknowledge that in Saskatchewan, we are on treaty land. These treaties serve to govern our relationships with Indigenous people.
- Today we are located on Treaty 4 territory, which is the traditional territory of the Nêhiyawak, Saulteaux, Dakota, Lakota, Nakota, and the homeland of the Métis/Michif Nation.
- It is important that we recognize that we all have benefits and responsibilities under these agreements. We acknowledge the harms and injustices of the past and present. We dedicate our efforts to working together in a spirit of collaboration and reconciliation. We are all treaty people.

3.0 Declaration of conflict of interest

- Noël Dunn works for Saskatchewan Health Authority
- Matt McGurk leads Paramedic programs at SaskPolytech

4.0 Approval of Agenda:

MOTION: To approve the agenda. **Carla/Karen. Carried.**

5.0 Approval of Minutes June 6, 2025

MOTION: To approve the minutes from June 6, 2025. **Karen/David. Carried.**

5.1 Business arising from the Minutes:

ACTION ITEM	ACCOUNTABILIT Y	Status	TIMELINE
1. Reconfirm/affirm the Code of Conduct on the Renewal form	Collette	Underway	Completed
2. Follow up with COPR on how this number attempts aligns with other professions Update: Overview of number of exam attempts allowed by other organizations was circulated. Most professions permit 3 attempts before requiring some form of retraining	JML	Underway Refer to page 11/37 (pg. 10 of the doc)	Completed
3. Discuss future videos: informational video for complaint process, fit for purpose Update: 3. Plan to complete rebranding activity first	JML/Jodi	Not started	Spring 2026

6.0 Progress on Strategic Priorities:

6.1 Regulatory Effectiveness Update (Bi-annually)

- Have a number of domains with standards established within each domain; reporting is intended to confirm whether or not SCoP meets those standards
- Might start reporting annually instead of bi-annually for items that don't change much
- Will be meeting with a branding company during the last week of November to discuss scope and costs of re-branding

7.0 COPR Update:

7.1 Exam Results

- July ACPs 100% pass rate

- PCP pass rate of 65% in July which is slightly under national pass rate. September was 63% pass rate which is significantly under the national rate. Most students finish in time for July, but some choose to wait until September to write. These stats are for their first time of writing
- EMR exams: close to national average in July; September was under the national average (which includes provinces with 3- or 4-month programs)

7.2 COPR Educational Reports

- Indicator of where each educational institution fares compared to the national level, and strength of each competency

7.3 Information Item Only - COPR Exam Research Survey

- Information was circulated to Council

8.0 Additional Updates – Executive Director

Committee Reports (Committee Chairs as appropriate):

8.1 Executive Committee Decision(s)

- None since last meeting

8.2 Audit Committee:

8.2.1 **DECISION ITEM: Budget 2026-2028**

- Budget for fees increase by 1% each year in projections
- Late fees are no longer large amounts
- Rent will be increasing by 10% over 10 years (very minimal)
- Legal fees are unpredictable but legal reserves are healthy
- Consulting fees are increased due to branding project
- Computers include small increase year over year
- Registry expense – renewed contract for 1 year
- HR – annual CPI increase of 3% is built in
- AGM expenditures are decreased; future AGMs will be business meetings only
- Postage, office, telephone expenses are stable
- Budget is balanced

MOTION: To approve the budget as presented. **Noël/Bill. Carried.**

8.3 Legislation and Bylaws Committee

- Regulated Health Professionals Act (RHPA) ministry update
 - Ministry of Health believes it will be 2.5-3 years for implementation
 - General regulations are currently at cabinet; will have chance for feedback after approval. Hopefully receive by spring, then SCoP can work on our own regulations
 - Once our regulations are drafted (Regulatory and Administrative Bylaws) we will need to review protocols and policies
 - Hearing about a phased approach to implementation; took Alberta close to 10 years to implement similar legislation

8.4 Discipline Committee

- No update since last meeting
- No details of individual cases were discussed

8.5 Professional Conduct Committee

- No details of individual cases were discussed
- 52 complaints in 2025; roughly 10 complaints are medication errors (which are now handled by the Paramedic Practice Committee)
- Shifting from misconduct to incompetence issues, which is notable
 - Is it a change in classification or a true change to incompetence? True change
 - Until last year, SHA quality assurance was de-centralized but now it's centralized with firmer guidelines, which might change numbers
- Numbers are decreasing from two years ago. More files include legal representation (likely due to Professional Liability Insurance)
- 17 active CRAs are currently being monitored
- Turnaround time is 30 – 60 days to address initial complaint (decide jurisdiction, etc), then engage member and documentation (45 days), investigation (up to 60 days), then report back to member and negotiate agreement. Around 6 months from start to finish
- Do we track things like length of time of practice, or certain drugs, etc.?
 - Not formally for med errors but informally can see trends (usually a dosing issue)
 - Length of practice – tracking has begun and can be found in the most recent Annual Report

8.6 Paramedic Practice Committee (PPC)

- Last met September 11, 2025
- Reviewed competency profiles (PERRS), and update to reflect Saskatchewan scope of practice; approved and will be posted in January in new protocol manual
- Professional Conduct Committee recommended that PPC take over medication errors, and this has now been implemented
- Amyl nitrate-related protocols updated

8.7 Education Committee

- Met on September 9, 2025
- Developing requirements for beta blockers in PCP scope; approved
- Discussed EMR scope changes and gap training; approved

8.8 Nominations Committee

- Council openings: Vice President, 2 members at large (MAL)
- Public representative terms were extended but appealing to government to find replacements due to length of time served
- Audit committee: 2 MAL
- Discipline: 2 MAL
- Education: 2 MAL and 1 Public Rep
- PCC: 3 MAL
- PPC – different process for recruitment

8.9 Fit for Purpose Committee

- Created as a non-disciplinary process for members who are having health or addictions problems so the College can address their needs
- Evaluation or independent medical exam (IME) then action which could include progress reports and monitoring
- What happens if there's a conflict between IME and General Practitioner? Will ask the general practitioner to elaborate on the difference; IME will likely take precedence
- Concerns can come in from a number of sources – member, public, employer
- Files will be considered on a case-by-case basis
- Respect and support; want to support the member not take them out of the profession

9.0 Collaboration, Meeting and Training Updates

9.1 Research/Funding

- Looking at ways to use Artificial Intelligence (AI): possibly to identify members who use the same CME every year, or consistently renew late, etc.
 - Professional Mobility Support Program initiative:
Département des soins préhospitaliers d'urgence



- Invited SCoP to collaborate on labour mobility; VAPOC

10.0 Other/New Business:

10.1 Scheduled Policy Review

- Moved to next Council meeting

10.2 Thentia Registration System Update

- Vendor stability has been flagged as an issue
- New contract had a significant fee increases
- Legal has been notified
- Contract has been renewed for one year to allow sufficient time to launch RFP
- Paradigm Consulting has been brought on board to develop a request for proposals (RFP)
 - Define requirements
 - Data storage
 - Data mapping
 - Launch RFP; screen proposals
- SCoP is running daily reports to capture information in case of database failure

10.3 **Time Permitting - Governance Policy Review**

- Moved to next Council meeting

11.0 Correspondence / Information Items:

- 11.1 Information Only** - Labour Market Mobility Townhall Reports
- 11.2 Information Only** - SHA Emergency Communication Nurse System
- 11.3 Information Item** - RHPA ministry update
- 11.4 Information Item** - U of R research findings – Mental Health of Public Service Professionals and the RCMP PTSD study

12.0 3.2.1 Reporting

3 Highlights

- Renewal is going well
- Plan for Thentia is assuring
- Existing relationship with Paradigm Consulting will support a smooth RFP process

2 Challenges

- Registration system
- RHPA is unknown

1 Hope for the Future

- To find a registry system that is as functional as the current one

13.0 In Camera Session:

- 13.1** Council Item(s) with ED
 - 13.1.1** Information only: Staffing update(s)
 - 13.1.2** General update
 - 13.1.3** CRC discussion
- 13.2** Council Item(s): ED excused for this portion of meeting

14.0 Adjournment: Next Meeting February 13, 2026

MOTION: To adjourn at 3:59pm

15.0 0900-1200: Risk Assessment Workshop

- Consultant worked with Council to review College risk factors; intent is to complete a full risk assessment that will inform the risk framework