

2025 ANNUAL REPORT



Valley Ambulance Care (photo by Brandon Fortin)

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About the Saskatchewan College of Paramedics

The Saskatchewan College of Paramedics (SCoP) is the regulatory body responsible for licensing and regulating paramedic professionals in the province. Paramedics working in Saskatchewan are self-regulated by the College who receives its authority through *The Paramedics Act*. SCoP has operated in the public interest since proclamation of the act in 2008.

Pursuant to The Paramedics Act, “it is the duty of the College at all times: to serve and protect the public interest and to exercise its powers and discharge its responsibilities in the public interest...”

SCoP is governed by a Council and committees made up of members and public representatives.

The mandate of SCoP is protection of the public. The College accomplishes this through establishing entry to practice qualifications, licensing and certification systems, and disciplinary functions.

The title “Paramedic” is a protected term, and any paramedics working or volunteering in Saskatchewan must be registered as a member with SCoP.

There are currently 5 licence levels in Saskatchewan, each with their own educational requirements and scope of practice. The levels are Emergency Medical Responder (EMR), Primary Care Paramedic (PCP), Intermediate Care Paramedic (ICP), Advanced Care Paramedic (ACP), and Critical Care Paramedic (CCP).

See page 36 for the Mission, Vision, and Values of SCoP.

2025 – 2026

SCoP Council

President

Noël Dunn, ACP

Vice President

Bill Fischer, ACP

Past President

Matt McGurk, ACP

Members-at-Large

Mathieu Leonard (Fire), PCP

Michael Slater, ACP

David Kopperud, ACP

Carla Roy, ACP

Public Representatives

Karen Gibbons

Joel Gritzfeld

Roger Carriere

www.collegeofparamedics.sk.ca

Message from the President

Noël Dunn, ACP



As I come to the end of my final term as President of Council, I do so with a great deal of gratitude and pride. It has truly been an honour to serve alongside such a dedicated Council and incredible College staff. Their professionalism, leadership, and commitment have played a significant role in the important work this College continues to do in support of our profession and the public we serve.

At the heart of paramedicine is helping people. If you ask new students entering this profession why they chose paramedicine, the answer you hear most often is simple and sincere: "Because I want to help." For those of us who have been in this profession for many years, it is equally important to reflect on what first drew us here...the desire to help, the values we carry, and the sense of purpose that continues to guide the work we do every day.

Every patient interaction, every professional decision, and every standard we uphold reflects the trust the public places in us. As a self-regulated profession, we have a responsibility not only to provide safe, ethical, and competent care, but also to understand and uphold the accountability, integrity, and

professionalism that self-regulation requires. That trust is something we have earned, and something we must continue to protect.

Every patient interaction, every professional decision, and every standard we uphold reflects the trust the public places in us. That trust is something we have earned, and something we must continue to protect.

Just as important is the responsibility we have to the profession itself. Each of us has a role in leaving paramedicine stronger than we found it. Whether that is through

leadership, mentorship, volunteering, or simply showing up every day with professionalism and integrity, the way we carry ourselves matters. The work we do today helps shape the future of paramedicine in Saskatchewan.

Serving on Council or one of its committees is one of the most meaningful ways members can give back to the profession. Your time, perspective, and willingness to be involved help shape policy, uphold standards, and strengthen the profession for those who will follow. A strong self-regulated profession depends on members who are willing to step forward and be part of that work.

As we continue this work, we also need to remember to take care of one another, and ourselves. This profession asks a lot of us, and we are at our best when we lead with compassion, treat each other with respect, and support the people beside us.

Looking out for one another is just as important as the work we do every day.

I would also like to warmly welcome our incoming President, Bill Fischer. I have every confidence that the College will continue to do great work under his leadership, and I look forward to seeing the profession continue to grow in the years ahead.

Thank you for the privilege of serving as your President. Thank you for the work you do, for the care you provide, and for the commitment you continue to show to this profession and to the people of Saskatchewan. Serving in this role has been one of the greatest honours of my professional career, and I truly believe the future of paramedicine in this province is in good hands.

With sincere gratitude and respect,

Noël Dunn
President

Saskatchewan Health Authority



Report of the Executive Director

Jacqueline Messer-Lepage



It is with appreciation that I present the Executive Director's Report for the 2025 fiscal year. The commitment and flexibility of the College staff and Council was a significant factor in supporting the achievement of our strategic targets for the year.

This report will provide an overview of the Saskatchewan College of Paramedics (SCoP) activities, developments, and key initiatives undertaken during the year.

As in previous years, challenges facing the healthcare system translated into new opportunities for the paramedic professions as well as the College. Issues raised by stakeholders and the province led to an evaluation of existing standards and scope of practice to ensure that the best interests of the public continued to be well represented.

One important initiative that emerged in late 2025 was the implementation of a "Fit for Purpose" Committee. This committee evolved out of a desire by the College to collaborate with members (and their employers where applicable) to address issues relating to addictions, mental and physical health, and other issues that limit a person's ability to practice effectively.

The Fit for Purpose Committee is comprised of members of the College along with public members with backgrounds in disability management and psychology. The goal of the committee's work is to support members in their journey to overall wellness using a non-punitive approach.

We are excited to continue this work in 2026 and beyond as we believe this is an important step in ensuring the safety of members, their families and colleagues, and the public they care for.

Additionally in 2025, the College completed a deep dive into the entry to practice standards. In completing that work, we were able to confirm that the current standards no longer meet our needs as regulators. With that in mind, the College directed its attention to the full implementation of the Pan-Canadian Essential Regulatory Requirements (PERRS) along with the Canadian Paramedic Competency Framework (CPCF). The PERRS was developed to support a harmonized and unified approach to pan-Canadian minimum regulatory requirements.

The CPCF was the new competency framework emerging from the PERRS

work. This was a significant advancement led by the Canadian Organization of Paramedic Regulators (COPR) and their member jurisdictions (of which

been considered in the National Occupational Competency Profile (NOCP). An example of this would be the Community Paramedicine standards of practice.

On completion of the CPCF work, regulators were provided with a full complement of regulatory entry-to-practice standards and metrics. This allowed the College to begin using solid metrics to evaluate new and current members in areas that had previously been very difficult to measure—behavioural competencies on entry-to-practice.

With the introduction of new standards, it was also necessary to evaluate existing programs to ensure alignment. One outcome of this evaluation was significant changes to the Emergency Medical Responder (EMR) program requirements.

In the past, the Saskatchewan EMR programs had been struggling to keep pace with the changing health system needs. As such, revised EMR program requirements increased the hours of classroom and practical training, along with creating the potential for changes to the scope of practice.

I invite you to review the following pages for key highlights of our ongoing efforts and progress in fulfilling our mandate to protect the public interest and regulate the paramedic profession in Saskatchewan.



Saskatchewan is a member). The project provided regulators with updated entry-to-practice standards that were based on current and future system needs.

Most importantly, the CPCF standards addressed areas that had not previously



Saskatchewan College of Paramedics

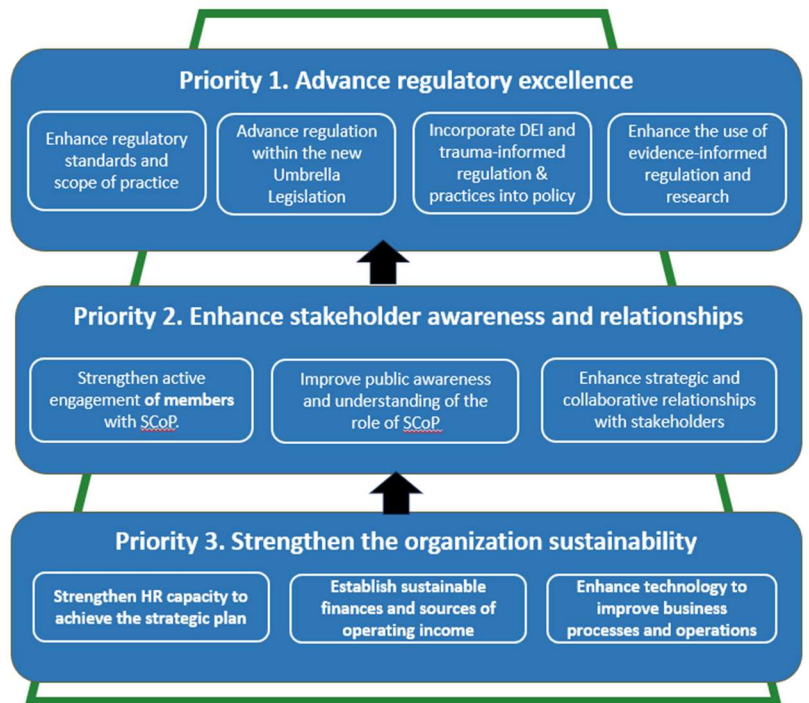
Vision
Collaboratively building a profession that is a continually engaged partner and fully utilized in a patient centered health care system.

Mission
To protect and serve the public interest through regulatory oversight of the Paramedic profession.

Values
Fairness, Transparency, Collaboration, Professionalism



Our Strategic Priorities 2025 - 2028



The Saskatchewan College of Paramedics (SCoP) protects the public by establishing and monitoring standards for member competency and conduct in the province. As mandated by law, the College ensures public safety is at the forefront of all its decisions and actions.

The College’s regulatory work is guided by its core values, mission, and vision to ensure that member practice aligns with safe, high-quality patient care. A right touch regulatory approach ensures that

actions are flexible, proportionate, consistent, and accountable.

At the College and Council table, we often ask ourselves: how well are we really doing—and how do we know? The introduction of Regulatory effectiveness measures is one mechanism of measuring our progress. The evaluation benchmark areas and standards are noted below, and more detailed information can be found on our website.

Regulatory Effectiveness Reporting

Domain: Governance

This domain evaluates SCoP's efforts to ensure that the Council and Statutory Committees possess the necessary knowledge and skills for effective governance and decision-making. It also assesses how decisions are disclosed and communicated in a clear, timely, and accessible manner to relevant audiences.

Standard 1

Council and Statutory Committee members have the knowledge, skill and ability needed to effectively execute their role and fulfil their responsibilities as they relate to SCoP's public protection mandate

Standard 2

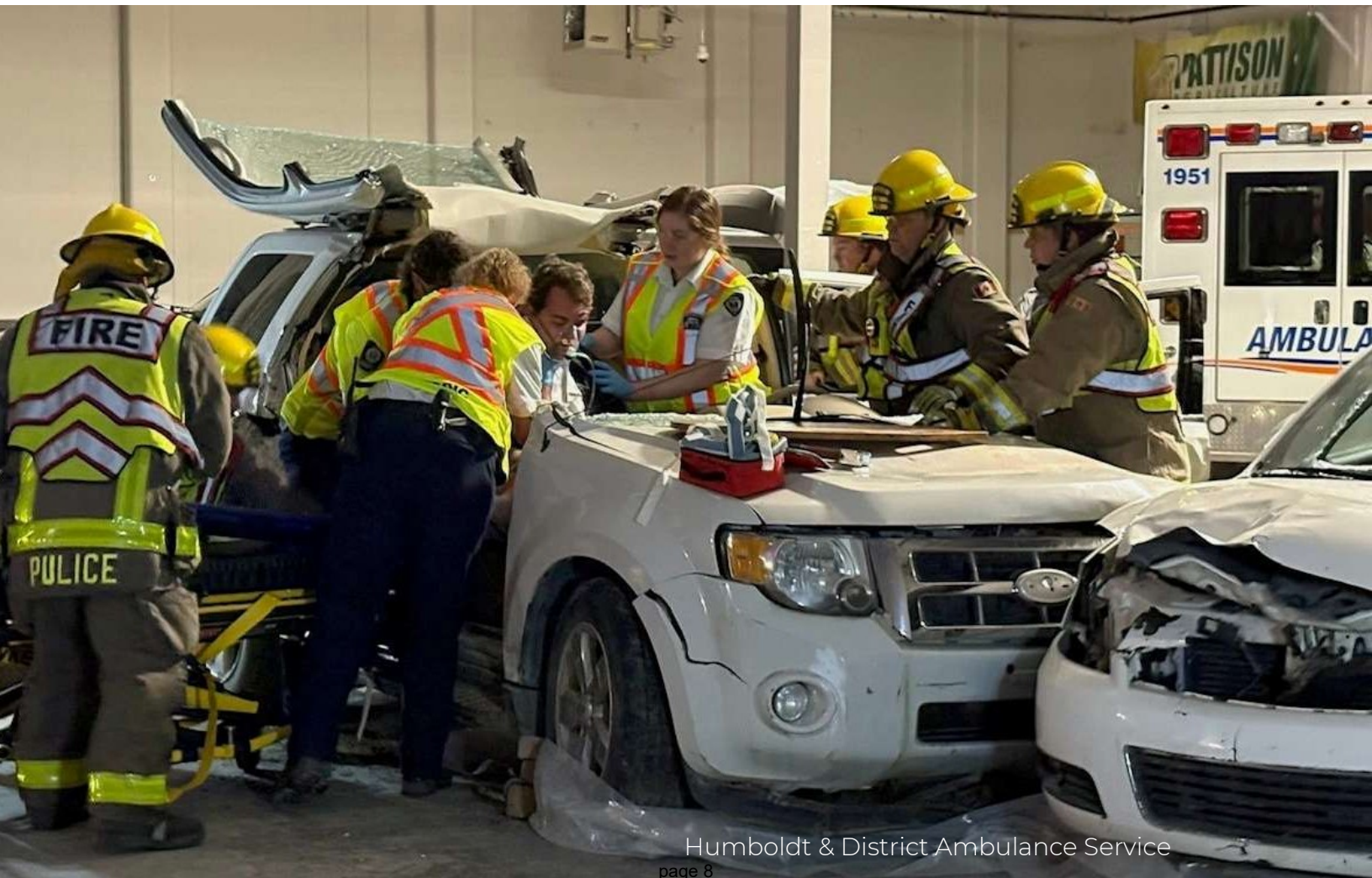
Council decisions consider both the safety and the interest of the public

Standard 3

SCoP acts to enhance public trust through transparency about decisions made and actions taken

Domain: Regulatory Policies

This domain measures how SCoP uses policies, standards of practice, evidence-based practice guidelines, current best practices to promote the health, safety and wellbeing of patients, members of public, and the paramedic profession.



Standard 4

The regulatory policies must be comprised of standard- practice requirements, evidence-based practice standards and practice guidance. All must be relevant to the practice environment and align with the principles of right touch regulation with consideration given to the interest and safety of public

Domain: Licensing and Regulation

This domain measures how SCoP ensures that only those individuals who are qualified, skilled, and competent are registered, and only those members who remain competent, safe, and ethical continue to practice the profession.

Standard 5

Demonstrate to the public that paramedic professionals are regulated and are required to meet standards by assessing the competency, safety, and ethics of those who obtain registration and licensure

Standard 6

SCoP supports the continued competence of Licensed Paramedics through requirements of ongoing licensure that address the Standards of Practice, Code of Ethics, competency, professionalism, and quality of care



Domain: Compliance and Discipline

This domain measures how SCoP promotes the health and safety of the patient, members of public and confidence in the paramedic profession through compliance and discipline.

Standard 7

The complaints, investigation and discipline processes are accessible and supportive, and intend to remediate identified competence and ethical concerns

Standard 8

All complaints, reports and investigations are prioritized based on public risk and conducted in a timely manner with necessary actions to protect the public

Standard 9

The complaint process is coordinated and integrated

Standard 10

SCoP maintains its role to protect the public while supporting and monitoring Licensed Paramedics who demonstrate unsatisfactory knowledge, skills, and judgement, as identified in the complaints process

Domain: Resources

This domain focuses on SCoP's ability to have the financial and human resources to meet its statutory objects and regulatory mandate, now and in the future.

Standard 11

SCoP manages resources responsibly

Domain: System Partner

This domain measures how SCoP is working with other Colleges and system partners, where appropriate, to help execute its mandate in a more effective, efficient and/or coordinated manner and to ensure it is responsive to changing public expectations.

Standard 12

SCoP actively engages with other health regulators and system partners to align oversight of the practice of the profession and support execution of the SCoP mandate

Standard 13

SCoP contributes to health care in Saskatchewan through its involvement in the regulatory community

Standard 14

SCoP maintains cooperative and collaborative relationships to ensure it is responsive to evolving public expectations of regulators and health care professionals

Standard 15

SCoP seeks to understand and respond to changing public expectations in a timely and effective manner

Domain: Information Management

This domain measures how SCoP ensures that the confidential information it deals with is retained securely and used appropriately while administering its regulatory activities and legislative duties and objects.

Standard 16

Information collected by SCoP is protected from unauthorized disclosure and cybersecurity threats

Domain: Measurement, Reporting & Improvement

This domain focuses on how SCoP continuously assesses risks and measures, evaluates, and improves its performance in a transparent manner.

Standard 17

SCoP monitors, reports and improves on its performance

Hutch Ambulance Service



2025 Key College Highlights

- Implementation of PERRS and CPCF
- Updated clinical practice standards
- Completion of community paramedicine standards
- Updated Code of Professional Conduct
- Introduction of Scope of Practice changes including EMRs
- Cultural safety policy implementation
- Business continuity and succession plan updated
- Balanced budget adopted and maintained
- Evaluation of the *New* Regulated Health Professions Act (RHPA)
- Contingency planning arising from the introduction of the RHPA; identification of potential implications and planning for (and/or securing of) resources to address issues
- Professional Conduct management: streamlining of process and file management
- Changes to supervision requirements for restricted members awaiting examinations
- Introduction of wound care standards
- Research advancements (please refer to specific report)
- Governance training for Council and staff
- Introduction of new *Fit for Purpose Committee*: created to provide a non-disciplinary mechanism to address

member issues relating to addiction, general health/disability, and mental health concerns; this option allows the College to work with the member to achieve wellness goals without needing to proceed through a professional conduct process

The College continues to strive to be leaders in the regulatory arena. We work collaboratively with academic, industry, interested parties, and regulatory partners to achieve this goal. Although we anticipate significant uncertainty in the year to come, we feel prepared to meet the challenges directly.

I would like to thank the many member volunteers who serve on our Committees; we are unable to do our work without you and cannot begin to express how impactful that contribution is!

Lastly, I would like to acknowledge our team at the College as they are all long serving and committed to our work. We are extremely fortunate to have these people in place as they have proven to be unmatched in our industry. Thank you to each and every one of you who have supported me and the work of the College!

Jacqueline Messer-Lepage
Executive Director

Three Year Budget

	2025 Actual	2026 Budget	2027 Forecast	2028 Forecast
Revenues				
Licence Fees	1,212,820	1,130,500	1,140,500	1,150,500
Other Registration Fees	98,930	50,000	50,000	50,000
Licensing Exam and Equivalency Assessment Fees	0	0	0	0
Fines and Orders for Costs	16,501	1,000	1,000	1,000
Rental Income	44,352	42,510	44,413	48,892
Other Revenue	0	<u>15,000</u>	<u>15,000</u>	<u>15,000</u>
Grants				
TOTAL REVENUE (Operations)	1,372,603	1,239,010	1,250,913	1,265,392
Expenditures				
Accounting, Audit, Legal, Insurance and Payroll Service	25,561	24,100	24,600	25,000
Legal Fees - PCC and Discipline	62,299	45,000	45,000	45,000
Licensing Exam and Equivalency Assessments	1,950	0	0	0
Consulting and IT Support	107,140	119,000	120,000	121,000
Memberships	6,796	6,000	6,000	6,000
Wages, Benefits, Staff Travel and Training (includes staff membership dues)	751,905	803,200	826,000	850,000
Council and AGM Expenditures	8,715	12,500	12,500	12,500
Committee Expenses incl. PCC	43,745	32,050	32,050	32,050
Office Expenses and Advertising	8,055	19,600	19,600	19,600
Telephone	10,902	15,000	15,000	15,000
Rent, Occupancy Costs and Maintenance	145,949	114,036	114,036	114,036
Bank Charges and Interest Expenses	35,726	25,000	25,000	25,000
Projects	25,972			
Amortization Expense	4,117			
TOTAL EXPENSES	1,238,832	1,215,486	1,239,786	1,265,186
NET INCOME (Operations)	133,771	\$23,524	\$11,127	\$206
Interest Income – general fund and restricted fund	56,798			
Investment – FMV adjustment	61,894			
NET INCOME (Operations & Investments)	252,463			



SCoP Reserve Funds

	Contribution to or Expenditure from Reserve	Legal	Contingency	Capital	Registry	Projects	R & D	Regulatory Transition
2010*	Contribution:	\$25,000	\$10,000	\$5,000	\$50,000			
2011	Contribution: \$171,000 Expenditure: \$80,000 for Registry system	\$75,000	\$50,000	\$16,000		\$30,000		
					(\$80,000)			
2012	Contribution:	\$75,000	\$20,000	\$60,000		\$40,000		
2013	Contribution	\$53,000	\$33,000	\$19,000		\$30,000		
2014	Contribution: \$319,000 Leasehold Improvements \$50,000 (proposed)	\$47,000	\$77,000	\$60,000		\$50,000	\$85,000	
						Was not required		
2015	Contribution: Surplus kept in retained earnings – legal contingency Expenditure: Server, computers, projector and screen							
				(18,790)				
2016	Expenditure: Registry upgrade project				(102,770)			
2017	Contribution:			\$102,770			\$15,000	
2018	No Contributions							
2019	Contribution:			\$58,790				
2020	Contribution:						\$28,119	
2021	No Contributions							
2022	No Contributions							
2023	No Contributions							
2024	Contribution:				\$164,500			
2025	Contribution:	\$200,000						\$252,268
Total estimated in Reserve at end of 2025		\$500,000	\$243,408	\$200,000	\$164,500	\$150,000	\$128,119	\$252,268

Unallocated restricted funds: Closing balance is \$0

**Contributions made before 2010 are in past Annual Reports*



Spiritwood-Big River Ambulance

Report of the Registrar

The College continues to operate with a stable and slightly increasing membership, driven by new graduates, labour mobility applicants, and international entrants. As of December 31, 2025, we had registered **2,582** members throughout the year, comparing to **2,453** in 2024, **2,417** in 2023, and **2,349** in 2022.

Investments in technology continue to shorten licensing turnaround times and provide a more seamless experience for both members and staff. Once individuals are ready to be licensed with the College, licence issuance can be done within an hour.

Ongoing development to improve online forms and streamline data entry processes are important to the College to reduce barriers to licensing. Self-serve member accounts continue to save significant amounts of time and provide members

with more information at their fingertips, 24 hours a day.

These days, most licence renewal applications are automatically approved based on mandatory document uploads and member declarations. Members renewing as non-practicing and applications that meet practicing requirements are approved by the system within seconds.

Applications which request a restriction for incomplete skills assessments, expired certifications, or from applicants already restricted are approved manually and within one day where possible.

The College uses an auditing process to ensure that submissions and declarations are consistent with the mandatory renewal requirements. Renewal auditing is a common approach among regulatory bodies that manage large volumes of documentation and allows for timely processing of standard renewal applications.

A sample of members are chosen to have their submissions checked for accuracy. Members that submit renewal documents that are incomplete or inaccurate are contacted by the College and given 24 hours to provide accurate documentation based on the information provided at renewal (i.e.: dates must match declared dates).

This approach assumes that all member declarations are truthful and that uploading errors can occur.

If a member is unable to provide the missing documentation, a Registrar's letter of warning is sent. Submissions that are confirmed as having fraudulent documentation, or misrepresenting dates

or credentials, will be addressed with a letter of warning and may also be referred to the Professional Conduct Committee for further consideration. Letters of warning will be retained on member files.

All members are reminded that it is your professional responsibility to ensure that all documents and information submitted for your licence renewal is correct and legible.

Renewal Audit Report

The College is required to audit 10% of the membership. This year it was decided that members paying in advance (use of credit card payment) were selected for annual renewal audit. Of the members audited, the majority of members had completed the renewal process with no errors or omissions. Below are items noted for submission error during the 2026 licence renewal.

Continuing Education

Continuing Education (CE) submissions were noted to have minor errors. Many of these were attributed to inadequate number of CE credits for renewal. Members must be aware that 20 credits in total are required for licence renewal. 10 CE credits must be from NOCP areas 4, 5, and 6 as well as a minimum of 2 mental health credits are required for licence renewal.

Members must also be aware that submission of courses or programs which have not been approved for CE purposes are not permitted for CE reporting. It is recommended that members clarify with education providers that the course/program has been approved for SCoP CE purposes prior to registration.

Please note that all approved programs are issued a SCoP Approval ID which signals evaluation and approval by the SCoP. Ensure that this number is present prior to submission.

CE course and program approval

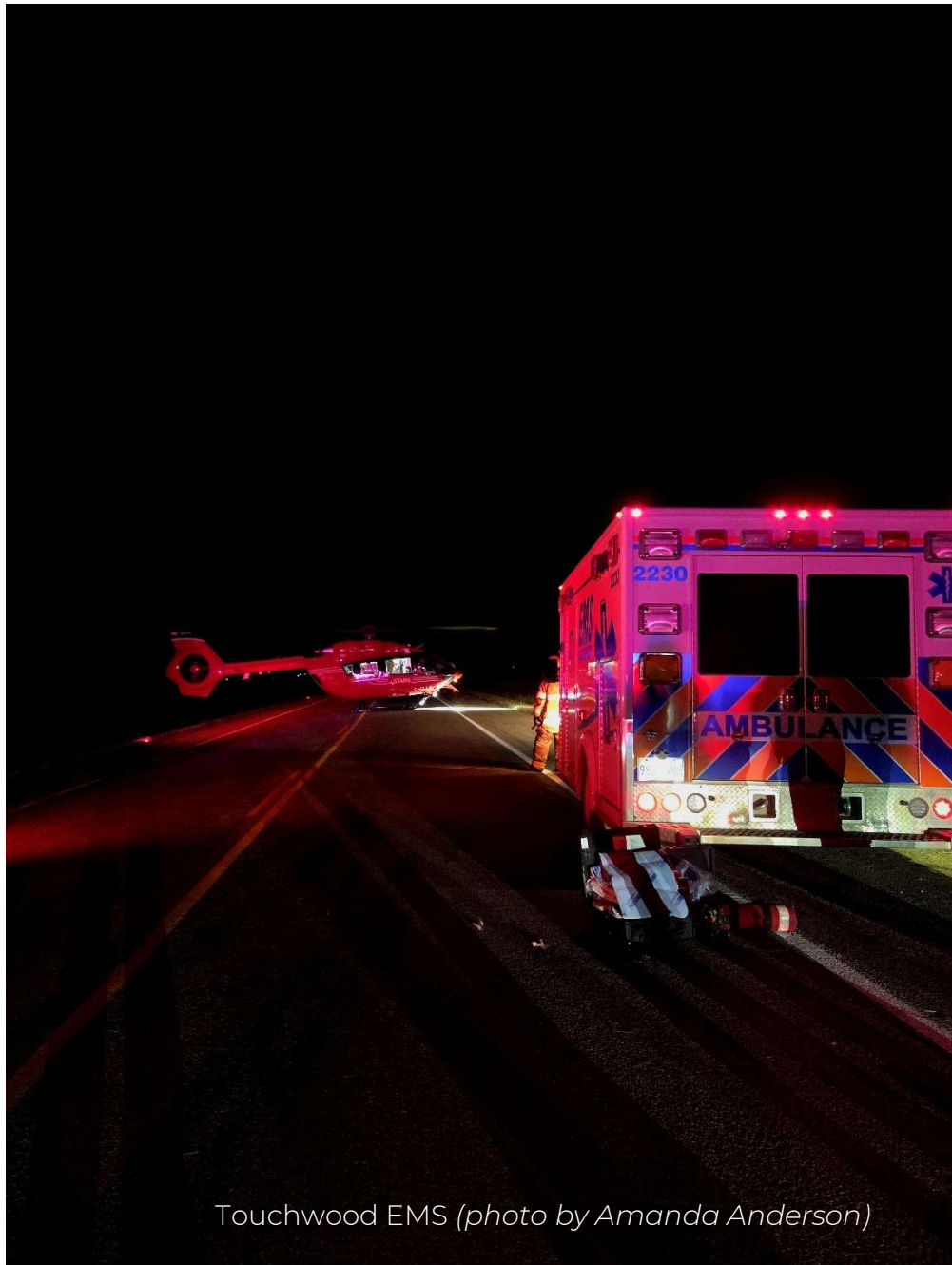
CE course submission is open each year until the renewal period starts in October. Courses submitted after this date may not be evaluated for approval prior the Renewal deadline of December 1st. Please submit CE courses for review prior to October to prevent any deadline issues.

Mandatory Skills and Certificate Reporting

Members must be aware that mandatory skills are evaluated every two years. The SCoP Skills Reporting Form is the recognized document for renewal purposes. Although employers may create a certificate for skill evaluation sessions, facilitators must be aware that each member has been provided a SCoP Skills Reporting Form for member licence renewal submission. This form must indicate the date of evaluation, the facilitators professional licence number, and the facilitator's signature. If

these items are not identified, the submission will be rejected.

Similar to CE evaluation, only mandatory courses approved by SCoP are permissible for renewal reporting. With many courses



Touchwood EMS (photo by Amanda Anderson)

available via virtual or online delivery, members must be aware that only approved courses are permissible for

licence renewal. This relates to the organization and not necessarily the facilitator. An example of this is the mandatory (Basic Life Support) BLS course. BLS offered through the Canadian Red Cross, St. John's Ambulance and the Canadian Heart and Stroke Foundation are permitted. However, courses offered online with no psychomotor assessment are not permissible for licence renewal and will be rejected.

Mandatory certificates which have not expired (card value itself) at the time of licence renewal are permissible. However, members must ensure that these certificates are maintained if licensed as a practicing EMR or paramedic as a professional requirement.

To find a list of these courses and programs, members should refer to the Professional Practice tab on the website.

Payments

Payments made by employers, and not by the member directly, remain a challenge even with a system purpose-built for regulatory licensing. The primary issue lies in attempting to reconcile a lump sum payment by the employer with the Ministry of Health payment portion and each member renewal submission.

Entries to the early bird draw, intended to encourage members to renew as early as possible to avoid late fees and gaps in licensing, increased substantially this year. 409 members (18%) renewed by the end of day November 1, 2025 and were entered to win one of two \$250 VISA gift cards. This is less than last year but overall above average.

Licence Renewal deadline is December 1, but members can renew until the end of January 2026. 70 to 85% of members complete renewal each year by the deadline and for 2025 renewal that number was 85%. Late fees are applied after December 1.

COPR Exam

As for new graduates, SCoP continues to work with the Canadian Organization of Paramedic Regulators (COPR) to ensure that the Emergency Medical Responder (EMR), Primary Care Paramedic (PCP) and Advanced Care Paramedic (ACP) examinations remain current and are delivered appropriately.

Over the past year, a total of 399 individuals took the national licensing examinations in Saskatchewan over five sittings: EMR: 145, PCP: 232, ACP: 22. This was a slight decrease over the previous year.

Saskatchewan continues to be very involved with the ongoing development, implementation, and delivery of all three national licensing exams. We are also actively involved on the COPR National Exam Committee, allowing the College the opportunity to stay connected to the national exams as they evolve.

We continue to improve our registry system and focus on our protection of the public mandate through the use of better exams.

Jacqueline Messer-Lepage
Registrar

Registration Statistics

10 Year Registration Comparison

	March 2026	March 2025	March 2024	March 2023	March 2022	March 2021	April 2020	March 2019	Feb 2018	March 2017
EMR	464	428	435	381	350	366	371	314	294	308
EMT/ PCP	1,381	1,313	1,273	1,280	1,254	1,243	1,200	1,230	1,249	1,317
ICP	90	98	104	113	119	129	135	145	150	162
ACP	428	415	400	400	391	358	362	349	371	345
CCP	37	36	32	36	34	36	31	32		
Total	2,400	2,290	2,245	2,210	2,148	2,132	2,099	2,070	2,064	2,132

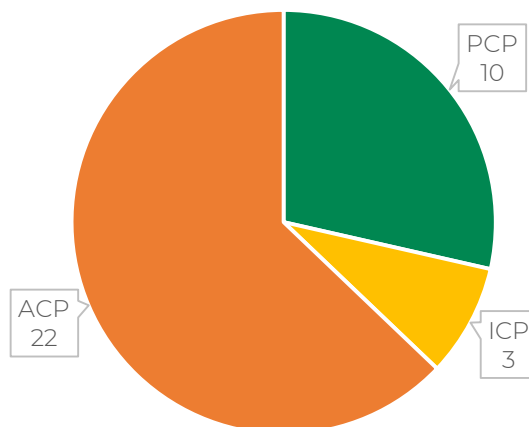
Type of Membership by Classification

	EMR	PCP	ICP	ACP	CCP	Total
Practicing	422	1,301	83	384	37	2,227
Non-practicing	42	80	7	44	0	173
Total	464	1,381	90	428	37	2,400

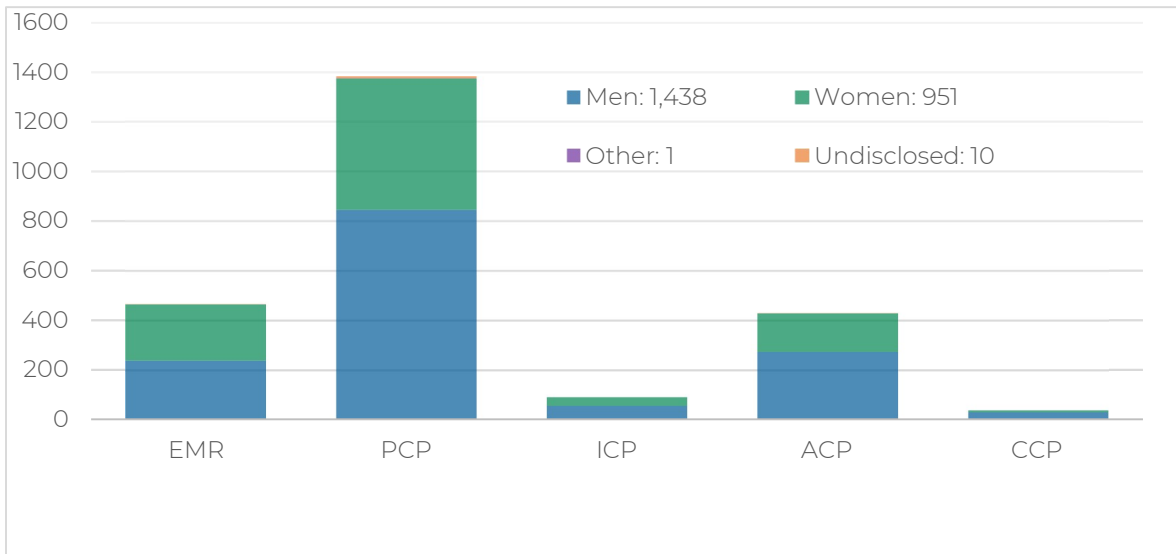
10 Year Impact of Labour Mobility – Province of Residence

	March 2026	March 2025	March 2024	March 2023	March 2022	March 2021	April 2020	March 2019	Feb 2018	March 2017
Alberta	134	107	98	85	87	88	47	71	91	87
BC	17	16	18	13	10	11	5	4	10	7
MB	14	17	19	20	22	24	15	19	26	22
NB	2	1	2	4	4	4	4	4	8	2
Nova Scotia	7	5	3	4	9	6	5	5	7	5
NWT	2	2	2	1	2	3	1	3	3	2
NL	2	1	1	1	1					2
Yukon		1		1	2	2	1	1		
Ontario	8	5	3	9	11	8	5	8	11	6
Quebec	1	1	2	3	3	1		1	1	1
Sask	2,208	2,130	2,088	2,064	1,994	1,983	2,013	1,942	1,904	1,996
Other	5	4								
Undisclosed			9	5	3		3	3	3	2
Total	2,400	2,290	2,245	2,210	2,148	2,132	2,099	2,070	2,064	2,132

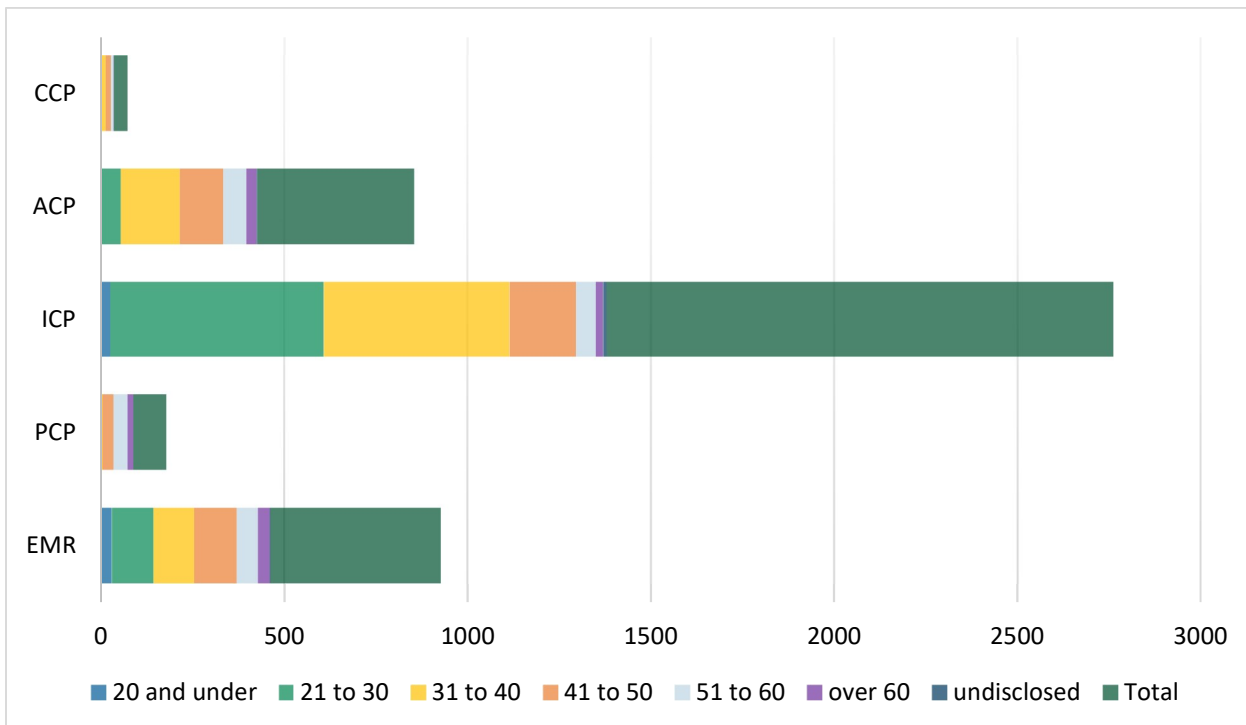
Community Paramedic (CP) endorsement



Membership by Classification and Gender



Membership by Classification and Age



Research, Policy, and Other Initiatives

Research Projects and Partnerships

Deliberate Dialogue on Virtual Reality (VR) in Healthcare Regulation

In early 2025, SCoP launched its Deliberate Dialogue pilot with the University of Regina after 2024 Research Ethics Board (REB) approval. Sessions gathered healthcare regulators, practitioners, and educators to explore VR's impact on practice, education, and licensure. Structured discussions examined opportunities, challenges, and policy implications for VR integration, positioning SCoP as a leader in immersive technology regulation.

Partnership Support for Francophone Research in Prehospital Care

SCoP supported Canada's first Francophone Collegial Research Center for Prehospital Emergency Care, led by Cégep de Shawinigan in Quebec. Recognizing growing paramedic demands, SCoP committed to future research partnerships, knowledge sharing, and professional development to advance evidence-based paramedicine.

Saskatchewan Paramedic Research and Advocacy Network (SPRAN)

SCoP actively participated in SPRAN throughout 2025 as Working Group and

College Partner, contributing to research, knowledge mobilization, and advocacy strengthening paramedicine regulation and scope decisions.

Policy Progress

In 2025, SCoP finalized its Fitness for Purpose Policy under section 23.3 of The Paramedics Act. This non-disciplinary framework manages health concerns impairing safe practice through self/third-party reporting, risk assessment, voluntary monitoring, independent exams, and privacy protections while balancing registrant support with public safety.

Conference Participation and Learning Opportunities

Canadian Network of Agencies for Regulation (CNAR) 2025 Conference

SCoP staff attended CNAR 2025 (October), engaging with 40+ regulatory innovation sessions. Key topics included Artificial Intelligence (AI) integration frameworks applicable to VR assessment, culturally safe Indigenous recruitment, and UK expert Alan Clamp's "Right Touch Regulation" keynote. Networking kept SCoP current with national trends.

Health Workforce Canada Connects Conference

In October 2025, SCoP participated in virtual sessions tackling health workforce challenges: Credential Recognition trends for internationally trained professionals; AI and Digital Transformation reshaping workforce planning and care delivery; and

Health Workforce Safety strategies supporting paramedic well-being. This reinforced SCoP's understanding of system pressures, mobility issues, and regulatory agility needs.

Webinar Engagement

SCoP staff engaged in key 2025 webinars, beginning with PASSERELLE's November 26 session where Dr. Stuart Nicholls (Ottawa Hospital Research Institute) shared insights on recognition, remuneration, and best practices for patient partners in research. Later, on December 4, staff joined the Canadian Institute for Public Safety Research and Treatment (CIPSRT) webinar examining wildland firefighters' trauma exposure and PTSD—directly relevant to paramedics during Canada's second-worst fire season and reinforcing the Fitness for Purpose Policy.

Saskatchewan Air Ambulance



Committee Reports

The business of the Saskatchewan College of Paramedics is conducted by Committees which have members drawn from practitioners across the province.

The Paramedics Act and the Regulatory and Administrative Bylaws set out the Committee structure of the College, and the composition and key responsibilities of the various committees.

The College Council appoints members to College Committees. Council also appoints each Committee chairperson and establishes terms of references and budgets for each committee.

Executive Committee

Audit Committee

Discipline Committee

Nominations Committee

Education Committee

Legislation and Bylaws Committee

Member Wellness Committee

Paramedic Practice Committee

Professional Conduct Committee

Fit for Practice (FIT) Advisory Committee

Executive Committee Report

Chair: Noël Dunn, President of Council

Vice President of Council: Bill Fischer

Council Public Member: Karen Gibbons

Throughout 2025, the Executive Committee remained committed to supporting the ongoing work of the College, working collaboratively to provide guidance to the Executive Director between Council meetings. The Committee continued to play an important role in the College's collective decision-making process.

Where required, matters discussed by the Executive Committee were brought forward to Council for review and ratification, ensuring continued transparency, accountability, and alignment with the College's governance framework.

The Committee remains committed to supporting effective decision-making, shared leadership, and the ongoing work of the College.

Noël Dunn
Chair

Audit Committee Report

Chair: Bill Fischer, Vice President of Council

Members: Heather MacMillan, Bobbi-Jean Buchanan

Public Representative: Betty Hoffart, FCPA, FCMA

The purpose of the Audit Committee is to ensure the College has appropriate risk and financial management systems in place and to advise Council and members on matters pertaining to the College's finances and risk. This is done through following the fiscal and budgeting processes of the College.

At present through the budgeting process of Council, the financial needs are managed, stable, and within budget. The budgeting process has had some uncertainty due to looming government changes to the Regulatory Colleges legislation or umbrella legislation. These uncertainties have been accounted for as much as possible through the budgeting process by the Executive Director and Council.

The College continues to seek out alternative revenue sources to fund major projects and research that will further support the organization.

The Audit Committee meets four times a fiscal year to review and ensure transparency and accountability. All financials are audited as required by government. I would like to thank Audit Committee members for their continued efforts this last year: Heather MacMillan, Bobbi-Jean Buchanan, and Betty Hoffart, Public Representative.

Bill Fischer
Chair

Discipline Committee Report

Chair: Joel Gritzfeld, Public Representative on Council

Members: Jesse Dunsing, Tyler Erker, Jim Bandola, Nathan Ramsay, Rachel Tyler, Shelby Payne, Doris Robertson

Public Representative: Mary Lou Deck

The role of the Discipline Committee is to conduct hearings to determine whether a member is guilty of professional misconduct, professional incompetence, or both, based on referrals from the Professional Conduct Committee. The Discipline Committee is comprised of both members of the public and College. All members of the Discipline Committee attend administrative tribunal training sessions to ensure understanding of the discipline process as described within *The Paramedics Act*.

Participation of members within the Discipline Committee is integral in ensuring paramedics in Saskatchewan perform their duties in a manner that is protecting the public's safety and health in all interactions.

In 2025, the Discipline Committee conducted three discipline decisions. A fourth individual resigned in the face of discipline.

References to the related discipline decisions are located in the "For the Public" section of the SCoP website. Currently, the Committee is not aware of any proceedings that are to take place in 2026.

Joel Gritzfeld
Chair

Nominations Committee Report

Chair: Noël Dunn, President of Council

Member: Donna Dohms

Public Representative: vacant

The Nominations Committee would like to sincerely thank all members who have volunteered their time, experience, and expertise in support of the Saskatchewan College of Paramedics. Your willingness to serve is essential to the continued strength and success of our self-regulated profession.

Volunteering on Council and committees is an important part of maintaining a strong and effective College. Member involvement helps support good governance, uphold professional standards, and contribute to the continued advancement of paramedicine in Saskatchewan. Through this work, members play a meaningful role in shaping the future of the profession while supporting the College's mandate of public protection.

During 2025, the Nominations Committee met to review vacancies and support the recruitment of members for Council and committee positions. Listed below are the current vacancies within Council and Committees:

Council	o Vice-President, 2 Members-at-Large, 2 Public Representatives
Audit Committee	o 2 Members-at-Large
Discipline Committee	o 1 Member-at-Large
Education Committee	o 4 Members-at-Large o 1 Public Representative
Legislation and Bylaws Committee	o No vacancies
Nominations Committee	o No vacancies
Paramedic Practice Committee	o PCP Member-at-Large
Professional Conduct Committee	o 2 Members-at-Large

Thank you to all those who contribute to the ongoing advancement of paramedicine.

Noël Dunn
Chair

Education Committee Report

Chair: Joel Gritzfeld, Public Representative on Council

Members: Julia Braaksma, Jesse Dunsing, Steve Keymer, Tracey Watt, Heather MacMillan, Jeff Maxin, Merilee Morales, Sara Adams, John McDonald, Ian Brown

It is the goal of the Education Committee to continually address and improve the continuing education program for all members and to ensure that the public is protected by maintaining member competency in their practice.

The Education Committee meets quarterly by teleconference. Thank you to the Committee for their time and effort making paramedic education effective for the public and the membership.

The Committee has completed or continues to work on the following projects in 2025:

- Core Training Requirements for Drugs/Drug Therapy
- ACP Administration of Metoprolol
- EMR Scope Changes
- Community Paramedicine Educational Requirements
- Expediting licensure for United States-based Internationally Educated Applicants
- Wound closure education
- Submission deadlines for Continuing Education (CE) providers to the SCoP website

Joel Gritzfeld
Chair



Legislation and Bylaws Committee Report

Chair: Noël Dunn, President of Council

Member: Dale Backlin, Gilbert Maraboto

Public Representatives: Betty Hoffart, FCPA, FCMA, Roger Carriere,
Mary Lou Deck

The Legislation and Bylaws Committee is responsible for supporting the College's legislative and governance readiness by reviewing the regulatory framework that supports the profession. This work helps ensure the College's governing documents and processes remain effective, adaptable, and aligned with its responsibility to regulate in the public interest.

A key focus of the Committee's work in 2025 has been the evolving legislative landscape in Saskatchewan, most notably the anticipated introduction of the Regulated Health Professions Act (RHPA). As a significant shift in the provincial regulatory environment, the RHPA is expected to shape future requirements related to governance, bylaws, and regulatory operations across health profession colleges.

In response, the Committee has continued to monitor developments, identify areas that may require future amendment, and support early planning for legislative alignment. This ongoing work positions the College to respond proactively as further guidance becomes available and helps ensure readiness for any changes that may affect governance or professional regulation.

The Committee will continue to work closely with Council and administration to assess implications of the RHPA and to support any necessary updates in a manner that is deliberate, informed, and consistent with the College's mandate to protect the public.

Noël Dunn
Chair

Member Wellness Committee Report

Chair: Cheryl Solonenko

Members: David Reed, Noël Dunn, Jason Farago, Colby Burwell, Michael Slater, Jennifer Williams (SCoP), Rashed Al-Mamun (SCoP), Karen Messer-Engel (Public Representative – Psychologist, non-practicing)

Over the past year, the Member Wellness Committee kept things moving forward, even with fewer meetings than usual. While our time together was limited, we still made steady progress in shaping what the committee should look like and how it can best support members.

One of the changes this year was the development of a more focused Fitness for Purpose committee. The Member Wellness Committee will continue to focus on wellness and health promotion. This sets us up to be more responsive and practical in how we approach wellness.

Even without frequent formal meetings, committee members stayed connected and continued conversations as needed to keep things on track. There was a shared understanding that supporting member wellness is an ongoing effort, not something that only happens at scheduled meetings.

Looking ahead, the committee will keep working on developing and sharing resources to help members maintain and improve their health and well-being. The goal is to offer simple, useful tools and ideas that fit into everyday life.

We're looking forward to building on this year's work and continuing to support a healthy, balanced membership.

Cheryl Solonenko
Chair

Paramedic Practice Committee Report

Chair: Jennifer Williams, Director of Professional Practice & Research, SCoP

Members: Cari Evenson-Carlton, Gilbert Maraboto, Joel Kinzel, Dr. Lucas Zahorski, Donnita Derbyshire, Mike Hengstler, Corey McNeice, Dana West, Matthew Hogan, Dr. Kamini Erker, Destin Ash (SCoP), Gord Bellavance (Ministry of Health)

Consultation Group: Derek Dagenais, Noël Dunn, William Breen, Len Protz, Leonard Rostotski

This past year, the Paramedic Practice Committee has remained committed to advancing paramedic practice, supporting our members, and strengthening patient care across Saskatchewan.

This year, the committee was pleased to welcome four new members: Cari Evenson-Carlton, Gilbert Maraboto, Joel Kinzel, and Dr. Lucas Zahorski. Their fresh perspectives and expertise will support the committee's ongoing work. We look forward to their contributions.

The committee also said farewell to a long-standing member, Dr. Brad Jamison, who has been an integral part of the group for many years. Throughout his time on the committee, Dr. Jamison demonstrated a strong commitment to advancing paramedic practice and was a consistent advocate for paramedics across the province. We extend our sincere thanks for his many years of service and wish him all the best in his future endeavors.

Key Accomplishments in 2025

Development of the Saskatchewan Competency Frameworks

One of the committee's major accomplishments this year was the development of the Saskatchewan Paramedic Competency Frameworks. These frameworks outline clear expectations for the knowledge, skills, and professional behaviours required across the different levels of EMR and paramedic practice. They provide a strong foundation for education, assessment, and ongoing professional development, helping ensure paramedics are well prepared to meet the evolving needs of the healthcare system.

Expansion of the Emergency Medical Responder (EMR) Scope of Practice

The committee also supported the expansion of the EMR scope of practice. This work

enhances the ability of EMRs to provide effective care in their communities. Expanding this scope strengthens the overall EMS system and helps improve access to timely patient care across Saskatchewan.

I would like to thank all committee members for their time, expertise, and ongoing commitment to improving EMR and paramedic care for the people of Saskatchewan.

Jennifer Williams
Chair

Fitness for Purpose (FIT)

Advisory Committee Report

Executive Director: Jacquie Messer-Lepage

Advisory Panel: Cari-Evenson-Carleton, Sara Dewar (Public Representative), Karen Messer-Engel (Public Representative)

The Fitness for Purpose (FIT) resolution process is a non-disciplinary process that provides registrants who have a physical or mental ailment or emotional disturbance, or an addiction to alcohol or drugs (described as “health concern”) that resulted in them being unable to practice safely, with the opportunity to seek diagnosis and relevant treatment.

The College and FIT Advisory Committee aim to work collaboratively with the affected registrant while ensuring that any risk to the public is managed with the requirements of the Act. The primary objective is for the registrant to return to practice once they can provide safe paramedic care. This process cannot be used to avoid discipline.

The FIT Advisory Committee examines health concerns and makes recommendations for the College to take appropriate action. The FIT Advisory Committee provides expert advice on fitness to practice and remediation. It does not make findings of professional misconduct or incompetence and does not replace the investigative or disciplinary functions of the Professional Conduct Committee or Discipline Committee.

FIT is a relatively new initiative that was enacted in the final quarter of 2025.

- Key Data: As of March 10, 2026, 3 registrants have been referred to FIT and are actively engaged in the FIT process
- Right-touch Regulation: FIT was established to offer an informed and proportionate response to the unique and complex needs of registrants with an identified health concern

- o Health Focus: FIT was designed to support paramedics in returning and maintaining their health and practice, rather than acting as a punitive measure

Jodi Egeborn
FIT Manager

Professional Conduct Committee Report

Chair: Ron Colin, Public Representative

Members: Carla Steciuk, Cory Brossart, Jenna Dixon, Jaimie Bursey, Ryan Omichinski, Drew Davidson, Yingzhe Sui, Selena Letain, Ryan King, Dan Lewis

The Terms of Reference for the PCC states that: "The Professional Conduct Committee reviews and investigates complaints of professional misconduct or professional incompetence and reports to the Discipline Committee as to whether or not a disciplinary hearing should be conducted." The PCC's primary responsibilities are patient safety and protection of the profession.

Therefore, the PCC considers complaints from two perspectives:

- o Professional Misconduct: any act(s) considered harmful to the best interests of the public and/or members, and that harms the standing of the profession
- o Professional Incompetence: any act(s) that demonstrates a lack of knowledge, skill or judgment, or a disregard for the welfare of a member of the public served by the profession

The PCC endeavours to resolve all complaints as soon as possible. However, the complexity of investigations is increasing, resulting in increases in both the time to investigate and time for the PCC to adjudicate.

I think it important to point out that the PCC does not seek to be punitive with its decisions nor punish members. It is important for members to understand this. The end goal of a PCC investigation and decision is to help our members understand, reflect upon, and receive the required resources to support and improve their professionalism and practice.

EMS is a stressful profession due to a myriad of factors. Difficult as it may be at times, members always need to keep in mind that patients and involved parties are fearful and are in a heightened state of anxiety regardless of the nature of the call. Because of this, it is

important that members act with respect, compassion, and empathy regardless of the nature of the call.

We understand that members can often overlook these in favour of expediency in providing care. We also understand that not all calls are urgent and may be similar in nature to previous calls, but to the patient, their call is unique. It is always in the best interests of the public, the profession, and members to strive to be professional in all interactions.

I want to acknowledge, with gratitude, the dedicated work that PCC members have demonstrated in our investigations. Preparation for, and participation in, PCC meetings takes a great deal of time and effort. This is vital to ensure informed discussions and appropriate decisions are made for each complaint we review.

I also want to acknowledge the fine work of our investigators. The quality of their investigations ensures the PCC is able have fulsome discussions that result in informed decisions for each complaint.

Finally, I would be remiss if I did not acknowledge Jen Williams, Jodi Egeborn, Destin Ash, and Tosin Adewusi. The excellent work they do to manage the complaint process and provide support to the PCC is crucial to the work we do. Without their efforts and support, the work of the PCC would not be as effective as it is.

My admiration of and respect for the profession cannot be overstated. Through my time on the PCC, I have learned so much about the excellent work members do day in and day out. I am grateful for this work, and the sacrifices members make every day to provide high-quality care for the people they serve.

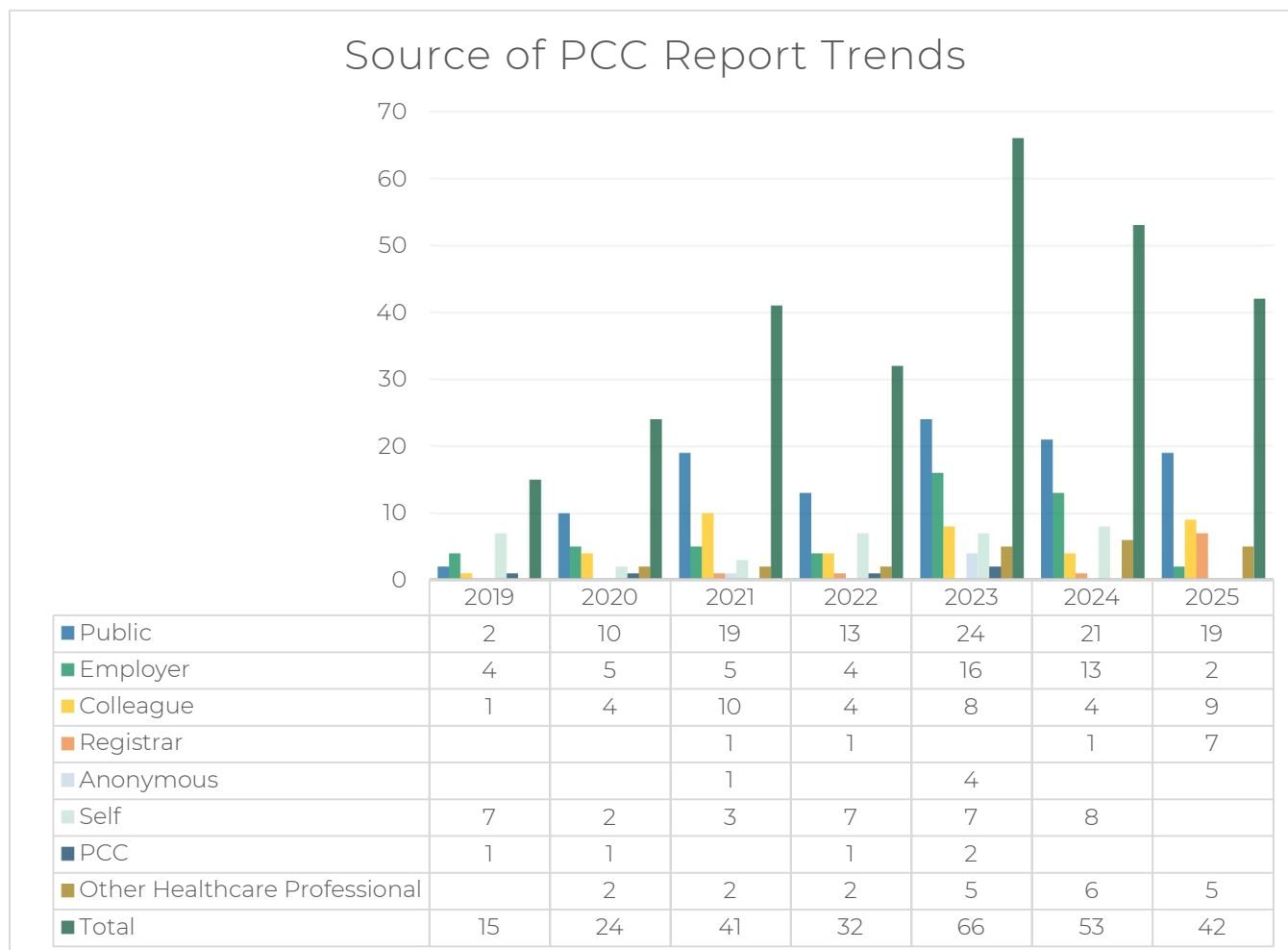
It has been privilege to serve the PCC with the important work we do. I am now stepping down as Chair but will continue as the Public Representative for the PCC. It has always been and remains my hope that my contributions will help the profession maintain a positive image with the public and to aid members improve the services they provide.

Ron Colin
Chair

Total complaints received

Professional Conduct Committee (PCC)	42
Fit for Purpose	2
Medication Errors	23

Source of Professional Conduct Committee (PCC) Reports



A reduction of 11 complaints in 2025 compared to last year signifies a 20.8% decrease overall.

Peer/colleague complaints increased significantly. This may indicate:

- Greater awareness of reporting among members
- Increased professional scrutiny
- Shifts in workplace dynamics

Medication Errors

Total Files	23
Closed Files	11 (Closed with Letter of Caution/Advice)
Referred to PCC	1 (Findings of potential professional misconduct or substantial professional misconduct)
To be processed	11

2025 trends largely featured dosage errors for intended medication administered. Processed file relates to medication administration which was contraindicated with no patient harm.

Category of PCC complaint at intake

	2024	2025
Professional Incompetence	29	16
Professional Misconduct	24	22
Both	11	3

In 2025, The overall decrease in complaints appears largely driven by fewer incompetence-related allegations.

Misconduct complaints remain steady, meaning conduct-related issues continue to be a core risk area. The decline in “Both” cases suggests fewer cases involving overlapping concerns.

Status of investigated complaints at year end

	2024	2025
Closed complaint files	32	34
Open complaint files still under investigation	19	8
Complaints files pending more info	2	
Total	53	42

Decisions made by PCC

	2024	2025
Dismissed	12	26
Dismissed with letter of guidance	12	12
Consensual Resolution Agreement	5	9
Referred to Discipline	3	2
Reported to Deputy Minister of Justice		
Suspension of Licence		1
Total Number of Closed Complaints	32	50

Length of time to close complaint files

	2024	2025
Within 0-60 days	1	10
Within 60-90 days	2	4
Within 91-120 days	2	7
Within 121-150 days	4	2
Within 151-180 days	3	2
Greater than 180 days	21	8

Complaint by paramedic levels

(This table may represent complaints involving more than one registrant)

	2024	2025
CCP	1	
ACP	16	10
ICP	1	4
PCP	43	33
EMR	5	7

Years of employment

(This table may represent complaints involving more than one registrant)

	2024	2025
within 0-5 years	18	20
within 6-10 years	19	11
within 11-15 years	7	7
within 16-20 years	3	6
within 21-30 years	10	4
greater than 30 years	6	1

Total cost associated with resolving complaints

	2024	2025
Investigation	\$23,082.00	Unavailable at time of publishing. Please contact us for updated amounts.
Legal Counsel	\$9,776.35	
Hearing	\$6,405.90	
Total Cost	\$39,264.25	

Breakdown by allegations

A single complaint may encompass one or several allegations. This breakdown enables us to identify trends and devise proactive strategies that enhance our mandate to serve the public.

	2025	2024
Abuse	3	8
Mental/Psychological	0	0
Physical	1	3
Sexual	0	0
Sexual Misconduct	2	5
Verbal	0	0

	2025	2024
Clinical Incompetence	35	36
Assessment	3	17
Basic Skills	2	0
Communication	0	10
Documentation	0	2
Medical Administration	23	7
Professional Scope of Practice	5	0
Client Engagement	7	9
Abandonment	0	0
Neglect	4	3
Professional Boundaries	3	1
Refusing to provide Care/ refusal of service	0	5
Theft	0	0
Employment	5	7
Bullying/Conflict/Anger Management	2	0
Confidentiality/Privacy	1	3
Drug Diversion	1	1
Disregard for Authority	0	0
Policy/Protocol	1	3
Theft	0	0
Ethics	2	3
Discrimination	1	0
Racism	1	2
Misuse of Social Media	0	1
Others	0	0
Fitness to Practice	2	5
Mental	1	0
Physical	0	3
Substance Abuse/Addiction	1	2

	2025	2024
Regulatory	6	4
Criminal Charges/Conviction	0	0
Deceit	0	1
Failure to comply with SCoP Bylaws-General	0	0
Failure to comply with the SCoP Bylaws - Audit	0	0
Failure to cooperate with a Statutory Committee (Discipline orders)	0	1
Practising without a licence/unlawful use of title/Beyond scope of licence	6	2
Other	0	1
Conduct outside of Paramedicine	0	1

SCoP Staff



Jacqueline Messer-Lepage
Executive Director / Registrar



Louise Durnford
Director of Operations / Deputy Registrar



Jennifer Williams
Director of Professional Practice & Research



Jodi Egeborn
Manager of Professional Conduct



Rashed Al-Mamun
Senior Policy & Research Analyst



Collette Parks
Communications Coordinator



Destin Ash
Clinical Practice Specialist



Tosin Adewusi
Senior Legislative and Conduct Analyst



Manal Harb
Bookkeeper

2025 - 2026 SCoP Council



Top row: Noël Dunn, Bill Fischer, Matt McGurk, Michael Slater, David Kopperud
Bottom row: Carla Roy, Mathieu Leonard, Joel Gritzfeld, Roger Carriere
Not pictured: Karen Gibbons

The work of the College is based on a well-established mission and vision, along with organizational core values that provide a point of reference for decision-making. We continue to support an evolved patient-centric healthcare system that engages paramedic practitioners to the fullest extent possible as expressed in our Vision and Mission statements:

The primary purpose of regulation is to ensure that the needs of the public are paramount, and that public protection remains the priority above all other objectives. With that in mind, the College adopted values statements that reflect an ethical and ideological framework of fairness, transparency collaboration, and professionalism.

Vision

Collaboratively building a profession that is a continually engaged partner and fully utilized in a patient centered health care system.

Mission

To protect and serve the public interest through regulatory oversight of the Paramedic profession.

Value Statements:



Fairness

The College is committed to the principle of impartiality in achieving its mandate. Procedural due process and fundamental fairness is embedded in its actions and decisions.



Transparency

The work of the College is be conducted in a proactively transparent manner; an 'open government' concept will be adopted.



Collaboration

The College develops and leverages collaborative relationships in order to achieve its goals. It makes its decisions in consultation with appropriate subject matter experts.



Professionalism

The College and its representatives have adopted and demonstrated professional standards and behaviours in the completion of its work. Adopted standards include principles articulated in the Code of Professional Conduct found in the Regulatory Bylaws.

SASKATCHEWAN COLLEGE OF PARAMEDICS

Financial Statements

Year Ended December 31, 2025

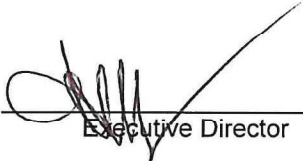
MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The financial statements of Saskatchewan College of Paramedics have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. These statements include certain amounts based on management's estimates and judgments. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

The integrity and reliability of Saskatchewan College of Paramedics's reporting systems are achieved through the use of formal policies and procedures, the careful selection of employees and an appropriate division of responsibilities. These systems are designed to provide reasonable assurance that the financial information is reliable and accurate.

The Council is responsible for ensuring that management fulfills its responsibility for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Council carries out this responsibility principally through its Audit Committee, which is appointed by Council and meets periodically with management and the members' auditors to review significant accounting, reporting and internal control matters. Following its review of the financial statements, and discussions with the auditors, the Audit Committee reports to the Council prior to its approval of the financial statements. The Committee also considers, for review by the Council, the engagement or re-appointment of the external auditors.

The financial statements have been audited on behalf of the members by MWC Chartered Professional Accountants LLP, in accordance with Canadian generally accepted auditing standards.



Executive Director



Vice President

Regina, SK



Chartered Professional
Accountants LLP

INDEPENDENT AUDITOR'S REPORT

To the Members of Saskatchewan College of Paramedics

Opinion

We have audited the financial statements of Saskatchewan College of Paramedics (the "College"), which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2025, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations..

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

(continues)

An asset to our clients, not an expense

102 – 4701 Parliament Ave, Regina, SK S4W 0T9 ☎ 306-352-8621 📠 306-565-8476 🌐 mwc-cpa.ca

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Chartered Professional Accountants

Regina, Saskatchewan
April 7, 2026

SASKATCHEWAN COLLEGE OF PARAMEDICS


Statement of Financial Position


December 31, 2025

	General Fund	Restricted Funds	2025	2024
ASSETS				
CURRENT				
Cash	\$ 3,206,015	\$ 527,001	\$ 3,733,016	\$ 3,258,809
Accounts receivable	8,919	-	8,919	8,076
Prepaid expenses	12,590	-	12,590	17,328
	3,227,524	527,001	3,754,525	3,284,213
INVESTMENTS (Note 3)	-	1,173,578	1,173,578	1,120,308
CAPITAL ASSETS (Note 4)	13,434	-	13,434	12,134
	\$ 3,240,958	\$ 1,700,579	\$ 4,941,537	\$ 4,416,655
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable	\$ 36,685	\$ -	\$ 36,685	\$ 20,577
Wages and benefits payable	69,361	-	69,361	73,094
Deferred revenue (Note 5)	1,139,132	-	1,139,132	1,072,970
PLI payable (Note 6)	204,445	-	204,445	10,563
	1,449,623	-	1,449,623	1,177,204
NET ASSETS	1,791,335	1,700,579	3,491,914	3,239,451
	\$ 3,240,958	\$ 1,700,579	\$ 4,941,537	\$ 4,416,655

CONTRACTUAL OBLIGATIONS (Note 8)

ON BEHALF OF THE COUNCIL


Councillor


Councillor

See accompanying notes to financial statements

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Operations Year Ended December 31, 2025

	General Fund	Restricted Funds	2025	2024
REVENUES				
Memberships	\$ 1,212,820	\$ -	\$ 1,212,820	\$ 1,142,895
Processing fees	98,930	-	98,930	84,120
Rent sublease	44,352	-	44,352	43,288
Fines and cost recoveries	16,501	-	16,501	10,545
	<u>1,372,603</u>	<u>-</u>	<u>1,372,603</u>	<u>1,280,848</u>
EXPENSES				
Wages and benefits	738,780	-	738,780	689,256
Occupancy and equipment costs	145,949	-	145,949	131,548
Registry services	94,524	-	94,524	82,647
Legal fees - PCC and discipline	62,299	-	62,299	43,364
PCC committee	43,745	-	43,745	51,730
Bank charges and interest	35,726	-	35,726	31,639
General and administration	26,373	-	26,373	26,451
Projects	25,972	-	25,972	4,190
Accounting, audit and legal	15,075	-	15,075	18,988
Consulting fees	12,616	-	12,616	12,900
Staff travel and training	12,505	-	12,505	7,701
Insurance	10,486	-	10,486	10,284
Committees and council meetings	8,715	-	8,715	8,311
Amortization of capital assets	4,117	-	4,117	4,600
Licensing exams	1,950	-	1,950	1,500
Annual general meeting	-	-	-	5,502
	<u>1,238,832</u>	<u>-</u>	<u>1,238,832</u>	<u>1,130,611</u>
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	133,771	-	133,771	150,237
INTEREST AND INVESTMENT EARNINGS (Note 10)	56,798	61,894	118,692	184,621
EXCESS OF REVENUES OVER EXPENSES	<u>\$ 190,569</u>	<u>\$ 61,894</u>	<u>\$ 252,463</u>	<u>\$ 334,858</u>

See accompanying notes to financial statements

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Changes in Net Assets

Year Ended December 31, 2025

	General Fund	Restricted Funds	2025	2024
NET ASSETS - BEGINNING OF YEAR	\$ 1,853,424	\$ 1,386,027	\$ 3,239,451	\$ 2,904,593
EXCESS OF REVENUES OVER EXPENSES	190,569	61,894	252,463	334,858
TRANSFER (Note 7)	(252,658)	252,658	-	-
NET ASSETS - END OF YEAR	\$ 1,791,335	\$ 1,700,579	\$ 3,491,914	\$ 3,239,451

See accompanying notes to financial statements

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Cash Flows Year Ended December 31, 2025

	2025	2024
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 252,463	\$ 334,858
Items not affecting cash:		
Amortization of capital assets	4,117	4,600
Investment fair market value adjustment	(7,407)	(64,395)
	<u>249,173</u>	<u>275,063</u>
Changes in non-cash working capital:		
Accounts receivable	(843)	2,216
Accounts payable	16,109	(7,055)
Deferred revenue	66,162	39,015
Prepaid expenses	4,738	(4,958)
Wages and benefits payable	(3,733)	(19,558)
Employee deductions payable	-	(6,460)
PLI payable	193,881	16,895
	<u>276,314</u>	<u>20,095</u>
Cash flow from operating activities	<u>525,487</u>	<u>295,158</u>
INVESTING ACTIVITIES		
Purchase of capital assets	(5,417)	(4,524)
Reinvested earnings and purchase of investments	(45,863)	(10,439)
Cash flow used by investing activities	<u>(51,280)</u>	<u>(14,963)</u>
INCREASE IN CASH FLOW	474,207	280,195
CASH - BEGINNING OF YEAR	3,258,809	2,978,614
CASH - END OF YEAR	\$ 3,733,016	\$ 3,258,809

See accompanying notes to financial statements

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements Year Ended December 31, 2025

1. PURPOSE OF THE COLLEGE

Saskatchewan College of Paramedics (the College) is established under the Paramedics Act of Saskatchewan. The College is a registered not-for-profit and is exempt from income taxes. The College is a self-regulatory body which administers the membership qualifications for practicing paramedics in Saskatchewan.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Fund accounting

Saskatchewan College of Paramedics reports using fund accounting and has established the General Fund, which reports the day-to-day operations of the College, and Restricted Funds, which are internally restricted by Council for particular uses as stated in Note 7.

Revenue recognition

Membership fees are recognized in the year in which the annual membership is valid, and is pro-rated in the year of initiation. Processing fees are recognized in the year the service is provided.

Rent sublease revenue is recognized monthly in accordance with the sublease agreement. Fines and cost recoveries are recognized when received due to the uncertainty on collection.

The College follows the deferral method of accounting for contributions, which includes grant funding. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Interest and investment income is recognized in the year earned.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial assets including cash and accounts receivable are reported at amortized cost. Mutual funds included in investments are reported at their fair market value. Financial liabilities including accounts payable and accrued liabilities are measured at amortized cost.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives at the rates and methods noted below. In the year of acquisition, a half-year of amortization is taken.

Equipment	20%	declining balance method
Computer equipment	30%	declining balance method
Furniture and fixtures	20%	declining balance method

(continues)

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements Year Ended December 31, 2025

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Intangible assets

The software and license rights are amortized on a straight-line basis over their estimated useful lives of five years. In the year of acquisition a half-year of amortization is taken.

3. INVESTMENTS

The College's investments are held under the direction of the College's Protection of Assets policy which requires the portfolio to minimize risk and optimize liquidity and return. As at year end the College holds the following mutual fund investments:

	<u>2025</u>	<u>2024</u>
Investment - NEI Conservative Yield	<u>\$ 1,173,578</u>	<u>\$ 1,120,308</u>

4. CAPITAL ASSETS

	Cost	Accumulated amortization	2025 Net book value	2024 Net book value
Equipment	\$ 11,259	\$ 10,344	\$ 915	\$ 1,144
Computer equipment	31,824	21,078	10,746	8,774
Furniture and fixtures	23,513	21,740	1,773	2,216
	<u>\$ 66,596</u>	<u>\$ 53,162</u>	<u>\$ 13,434</u>	<u>\$ 12,134</u>

5. DEFERRED REVENUE

Deferred revenue includes membership fees received in advance for the next fiscal year. All deferred fees of the prior year are recognized in the current year member fee revenue.

6. PROFESSIONAL LIABILITY INSURANCE PAYABLE

The College began administering the collection and remittance of member's Professional Liability Insurance (PLI) premiums as part of the membership registration process on behalf of the members. The insurance policy covers the practice of members only. The College holds a separate insurance policy for coverage against errors, omissions, and other insurable losses.

	<u>2025</u>	<u>2024</u>
Balance payable - beginning of year	\$ 10,563	\$ -
Premiums received	235,075	220,160
Premiums remitted	<u>(41,193)</u>	<u>(209,597)</u>
	<u>\$ 204,445</u>	<u>\$ 10,563</u>

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements Year Ended December 31, 2025

7. RESTRICTED FUNDS

The College maintains internally restricted funds for designated purposes. The annual earnings on investments for the funds are recognized in an unallocated restricted reserve and are included in the Council approved transfers between funds.

The funds have been restricted for the following purposes:

- a) Contingency fund - reports money set aside to provide for assistance to operations in the event of unforeseen circumstances.
- b) Legal fund - reports money set aside to provide for assistance to operations for unusual legal issues effecting the members.
- c) Capital reserve - reports funds set aside for future capital purchases.
- d) Projects fund - reports money set aside for future major projects that are outside the scope of the normal day-to-day operations of the College.
- e) Research & development fund - reports money set aside for research and development work that supports the public interest, the College vision and mandate, health system developments, and paramedical practice.
- f) Technology & cybersecurity fund - reports money set aside for the upgrading of hardware, software, and online technology of the College and to cover costs of any cybersecurity issues.
- g) Regulatory transition fund - reports money allocated to facilitate the reporting and attribution of expenses specific to the implementation of the Regulated Health Professionals Act.
- h) Unallocated restricted fund - funds restricted from use in operations. Allocation to other restricted funds is determined periodically by the Council.

	2025 Beginning Balance	Current Earnings (Loss)	Transfer In (Out)	2025 Ending Balance
Contingency	\$ 200,000	\$ -	\$ 43,408	\$ 243,408
Legal	300,000	-	200,000	500,000
Capital reserve	200,000	-	-	200,000
Projects	150,000	-	-	150,000
Research & development	128,119	-	-	128,119
Technology & cybersecurity	164,500	-	-	164,500
Regulatory transition	-	-	252,658	252,658
Unallocated	243,408	61,894	(243,408)	61,894
	\$ 1,386,027	\$ 61,894	\$ 252,658	\$ 1,700,579

8. CONTRACTUAL OBLIGATIONS

The College renewed its office lease in August 2025. Monthly rent is \$9,253 plus applicable taxes, increasing to \$9,511 plus applicable taxes in August 2030 and again to \$9,770 plus applicable taxes in August 2032. The College has also subleased unused space to three independent organizations for the same lease term, ending July 2035. These subleases generate total monthly revenue of \$3,883.

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SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements Year Ended December 31, 2025

8. CONTRACTUAL OBLIGATIONS *(continued)*

The College has contracted a vendor to provide a registry system for the College which will be paid for using a subscription model which was renewed on October 2025 for one year, with an option to renew for an additional year in the subsequent four years. Obligations under the contract are \$6,235 per month plus applicable taxes.

The College entered into a three year contract for cloud based server hosting services effective October 2024 and expiring October 2027. Total obligations for each year are \$16,693 (2026) and \$12,892 (2027).

9. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and management is responsible to monitor, evaluate and manage these risks. The following analysis provides information about the College's risk exposure and concentration as of December 31, 2025.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The College has minimal exposure to credit risk as the due date for membership renewal is a month before membership expires and members must renew their memberships to remain in good standing with the College.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, and accounts payable. Through budgetary and other fiscal management it is management's opinion that the College does not have significant exposure to liquidity risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the College manages exposure through its high interest savings and portfolio investment.

Unless otherwise noted, it is management's opinion that the College is not exposed to significant other price risks arising from these financial instruments.

10. INTEREST AND INVESTMENT EARNINGS

	General Fund	Restricted Funds	2025	2024
Interest and investment earnings	\$ 56,798	\$ 54,487	\$ 111,285	\$ 120,226
Investment FMV adjustment	-	7,407	7,407	64,395
	<u>\$ 56,798</u>	<u>\$ 61,894</u>	<u>\$ 118,692</u>	<u>\$ 184,621</u>

11. CORRESPONDING FIGURES

Some of the corresponding figures have been reclassified to conform to the current year's presentation.