

2026 AGM Resolution

The following resolution was submitted to the College and was presented to SCoP members for discussion at the AGM on May 6.

Please note, the College no longer requires a vote on Resolutions. Council is now permitted to make bylaw amendments and submit them to the Minister.

TITLE: REVIEW OF HOURS OF WORK, ON-CALL PRACTICES, AND FATIGUE RISK IN PARAMEDIC PRACTICE

WHEREAS: Paramedics in Saskatchewan, particularly in rural and mixed-service models, commonly work extended hours, prolonged periods of on-call coverage, and variable scheduling patterns that may not provide adequate opportunity for rest; and

WHEREAS: Extended on-call requirements often result in practitioners being responsible for emergency response for long durations without consistent rest, contributing to physical and cognitive fatigue; and

WHEREAS: Fatigue has been identified in healthcare and paramedicine research as a significant factor associated with increased clinical risk, impaired decision-making, and reduced practitioner wellbeing; and

WHEREAS: Variability in compensation structures—particularly regarding paid vs. unpaid on-call hours—may influence practitioner capacity to balance workload, rest, and professional expectations; and

WHEREAS: The Saskatchewan College of Paramedics has the legislated authority to set and recommend practice guidelines, standards, and expectations that support safe, competent care and practitioner wellbeing; therefore,

BE IT RESOLVED THAT: The Saskatchewan College of Paramedics conduct a review of hours-of-work practices, on-call requirements, and fatigue-related risks across Saskatchewan paramedic services; and

BE IT FURTHER RESOLVED THAT: SCoP explore the development of evidence-informed guidance or best-practice recommendations related to safe scheduling, fatigue mitigation, and on-call workload to support safe and sustainable practice, and report findings or proposed next steps to the membership at a future AGM.

Moved by: Brett Hart