

SASKATCHEWAN COLLEGE OF PARAMEDICS

COMPLAINT RESOLUTION AGREEMENT

BETWEEN:

Hugo-Rene Tremblay, PCP, Registry No. 14858 (the Member)

AND:

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

Whereas on January 1, 2026, the Saskatchewan College of Paramedics received a formal complaint regarding the Member's conduct during an emergency call in [REDACTED], Saskatchewan, on [REDACTED]; and

Whereas the complaint, which alleged that the Member failed to collaborate with colleagues on scene, dismissed pre-initiated care steps, and exhibited unprofessional conduct. Consequently, the matter was referred to the Professional Conduct Committee (PCC) for review and investigation in accordance with subsection 27(1) of *The Paramedics Act*; and

Whereas the PCC's investigation corroborated these accounts through witness interviews, confirming a display of uncollaborative, dismissive, and unprofessional behavior during the [REDACTED], interaction; and

Whereas the PCC determined that, despite a lack of intent, the Member's actions failed to meet the expected professional standards as outlined in the *Standards of Practice, Section 9, Collaboration and Professional Relationships*, thereby establishing Professional Misconduct as defined in Section 25 of *The Paramedics Act*;

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

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

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

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

1. Terms and Undertakings

1.1. The Order remains in effect for a period of 12 months or until the Member has completed the undertakings set out in paragraph 1.3. have been satisfactorily complete. This shall be no more than one year from the date the PCC signed the Agreement.

1.2. The Member acknowledges and understands the seriousness of following his responsibilities and obligations as contained in the Code of Professional Conduct and Standards of Practice and understands that as a paramedic, he is required to behave in a manner that is beyond reproach and to conduct and present in such a manner so as to encourage and merit the respect of the public for members of the profession.

1.3. The Member undertakes to:

- (a) Review the College's Code of Professional Conduct and Standards of Practice, and submit confirmation of these reviews by email to Jodi Egeborn, Manager of Professional Conduct, within 2 weeks of signing this Agreement; and
- (b) At the Member's expense, complete IPHE 201 - Professionalism and Ethics for Healthcare Professionals, found at <https://www.nait.ca/nait/continuing-education/courses/iphe201-professionalism-and-ethics-for-healthcare>, within 4 months of signing this Agreement; and
- (c) Within two months of completing 1.3 (a)(b), submit to the chair of the PCC an essay of no less than 2,000 words and with no fewer than three references describing professionalism as a paramedic, the role of the Code of Professional Conduct and Standards of Practice, the Member's understanding of what constitutes collaboration and respectful communication, the impact the Member's actions had on their patient, colleagues and on the respect of the public for the profession.

The essay must be written in a reflective format with responses addressing the following three questions:

- 1. From your perspective, what were the perceived errors or circumstances that resulted in a complaint and resulting CRA.
 - 2. Tell us what you have learnt because of the complaint and resulting CRA.
 - 3. How will you apply these insights to elevate the standard of your professional practice moving forward; and
- (d) Pay costs related to the investigation of [REDACTED], within 12 months of signing this Agreement.

2. Disclosure and Notification

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

2.6. This Agreement will be posted on the College's website.

3. Consequences of Breach of Undertaking

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

4. Conclusion of Undertaking

4.1. If the PCC is satisfied that the Member has substantially complied with the terms and undertakings in this Agreement, the PCC will consider the undertakings to be concluded and shall inform the Member in writing that:

4.1.1. The Member's compliance with the terms and undertakings have been satisfactory; and

4.1.2. The notation on the register regarding this Agreement has been removed.

This Agreement was signed by the Member on the ____ day of _____, 2026.

Hugo-Rene Tremblay
Registry Number 14858

Witness

This agreement was signed on behalf of the PCC on the ____ of _____, 2025.

Selena Letain
Chair, Professional Conduct Committee
Saskatchewan College of Paramedics

Witness