OUR MISSION

To develop and promote the highest ethical, educational and clinical standards for all Paramedics.
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Code of Values and Ethics

As Paramedics, we value:

**Service**
A paramedic strives to serve the patient, the community and the profession.

**Honour**
A paramedic strives to behave in a manner at all times that brings admiration, acknowledgement and respect to the profession.

**Integrity**
A paramedic accepts that being a member of the profession is an honour and a privilege and strives to adhere to the values and ethics of the profession at all times.

**Courage**
A paramedic accepts that the profession imposes an element of unavoidable personal risk and meets this challenge selflessly to the benefit of the patient, peers and the public.

**Advocacy**
A paramedic acts to ensure that the patient's personal and patient care needs are met, intervening with peers, colleagues and others when necessary.

**Responsibility to Patient**
A paramedic acts so that the patient's rights to decision-making, safety, dignity, privacy and confidentiality are maintained.

**Accountability**
A paramedic accepts primary responsibility for professional and personal actions that impact the patient, peers, colleagues, the public and the profession.

**Leadership**
A paramedic accepts the responsibility to take personal action to make changes to improve service to the public.
Board of Directors

President
Phil Comeau
Saint John, NB
Term: October 2015-2017

Past President
Libby Maskos
Quispamsis, NB
Term: Sits until new president elected

Vice President
Derek Cassista
Grand Falls, NB
Term: October 2014-2016

Treasurer
Tim Stairs
Sussex, NB
Term: October 2015-2017

Secretary
Gene Boles
Quispamsis, NB
Term: October 2015-2016

Chapter 1
Jim Brown
Riverglade, NB
Term: October 2014-2016

Kyle Enright
Whitney, NB
Term: October 2015-2017

Chapter 2
Sandra Sawtelle
Wilson’s Beach, NB
Term: October 2014-2016

Gene Boles
Quispamsis, NB
Term: October 2015-2017

Chapter 3
Keith Porter
Riceville, NB
Term: October 2014-2016

Brian Taylor
Fredericton, NB
Term: October 2015-2017

Chapter 4
Jeff Mcaskill
St-Andre, NB
Term: October 2014-2016

Yves Goudreau
Campbellton, NB
Term: October 2015-2017

Public Appointee
Margaret Dukes
Moncton, NB
Appointment: May 2015-May 2018

Public Appointee
Open
Message from the President

Welcome to the first Annual Report of the Paramedic Association of New Brunswick. 2015 was a very busy year for members of the Board of Directors and the various committees of the Association, as you will read in the reports from those committees.

In 2015, several meetings with key Government Ministers and senior bureaucrats were held to inform and discuss the merits and potential saving Paramedics can offer to improve care to the population, reduce costs and length of hospital stays, or intervene before hospital visits or stays are required. Great interest was shown by those in attendance and we hope to see positive outcomes with the introduction of Advanced Care Paramedics and/or Community Paramedicine in our Province in the not too distant future.

In June, Margaret Dukes joined the Board of Directors as Public Appointee, named by the Minister of Health. Margaret brings a vast knowledge to the table, having worked for the Canadian Medical Association many years and helped develop the accreditation processes for various medical fields, including Paramedicine. She is a great addition to our Association.

2015 also saw the introduction of the revised reregistration process, phase 1, which included a mandatory education module. Phase 2 will be introduced in 2016 which will require members to obtain sixty-four (64) educational credits. This is explained more in the committee report.

PANB is represented on National Committees, one working on the next National Occupancy Competency Profile for Paramedicine, another on a Mental Health and Resiliency strategy for Paramedics.

Our Annual General Meeting in Saint John was a success. Elections for President and Treasurer and were filled by acclamation. Bylaw amendments were passed with 253 members casting their votes. Following the meeting, Dr. Piche, the Provincial Emergency Medical Services Medical Director gave a presentation The Future of NB EMS, outlining the updating and changes planned for the EMS service in New Brunswick. It was very informative and well received by those present. The day also included our Awards Gala where many awards for Long Service, Exemplary Service, and Contribution to Paramedicine or Community were presented. It was a great conclusion to the day.

I hope you find our report informative, enlightening, and see that our Association is a leader in promoting paramedicine and upholding the public’s confidence in the delivery of optimum patient care.

Thank you
Phil Comeau
Welcome to the 2015 Annual report of the Paramedic Association of New Brunswick. I am pleased to present this year’s report to you.

The 2015 year was very active for the Association and included a number of provincial and national initiatives that are important to the continued development of the profession. The year 2015 saw the implementation of a number of initiatives related to the measure of paramedic’s ongoing competency development. Based on the feedback of the paramedics in the province, and the hard work of our Registration Redevelopment Committee, starting with the 2016 Registration year (Beginning mid October 2015) the process for renewal of registrations has changed.

The process has changed in that the association has eliminated the need for a reflective self-assessment and educational plan development. It was replaced with the completion of Mandatory Online Educational Component, the renewal of your demographic information and payment of your dues. Further changes are happening in 2016 that will include the additional requirement for Continuing Medical Educational credits, the certification in Advanced Cardiac Life Support or Pediatric Advanced Life Support for some of our members and the ongoing certification in Cardiopulmonary Resuscitation (Health Care Provider Level) for all members.

Nationally, your association is involved in a major ongoing project. We have been engaged with the development of the new Canadian Paramedic Profile project. This project is the raison d’être of the Paramedic Association of Canada and has been for many years. What this change will look like is the movement away from a technical task based profile to one of a more holistic roles based framework. This will allow for overarching documents like an Educational Framework, Evaluation Framework, Code of Conduct and Standards of Practice to be added to complement the profile, thereby allowing the document to function across all stakeholder areas of interest such as educational, operational, regulatory and such. It will also serve the function of a starting point toward the development of a baccalaureate degree for the profession.

Nationally, paramedics from the provincial association have been involved in the working group on Mental Health and Resiliency. Yves Goudreau will speak to the work of this national committee as part of his committee report.

In the year ending December 31, 2015 the number of paramedics has grown to 1215 practitioners. This is in large part to the continued training of military paramedics from across the country in Moncton. These graduates of the compressed PCP program are licensed to practice in the province following completion of the program. Traditionally these practitioners, once returned to a home base outside of NB will transfer their license to practice out of NB to their home province, thereby reducing our numbers at the beginning of the year back to the 1050-75 range. The following demographics are based on the December 31, 2015 registry:
2015 Demographics of the Profession

By License Level

- PCP: 1135
- ACP: 63
- EMT: 3

By Age

- >60: 426
- >50: 789
- >40: 306
- >30: 416
- <30: 268

By Gender

- Male: 426
- Female: 789

Respectfully submitted,
Chris Hood, Executive Director/Registrar
Financial Statements

REVIEW ENGAGEMENT REPORT

To: The Directors
Paramedic Association of New Brunswick

I have reviewed the balance sheet of Paramedic Association of New Brunswick as at December 31, 2014 and the statements of income and expenditures and accumulated surplus and cash flows for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of inquiry, analytical procedures and discussion related to information supplied to me by the Company.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with accounting standards for not for profit organizations.

Saint John, N.B.
September 30, 2015

William E. Murr
Chartered Accountant
<table>
<thead>
<tr>
<th>PARAMEDIC ASSOCIATION OF NEW BRUNSWICK</th>
</tr>
</thead>
<tbody>
<tr>
<td>STATEMENT OF INCOME AND EXPENDITURES AND ACCUMULATED SURPLUS FOR THE YEAR ENDED DECEMBER 31, 2014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>INCOME</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership</td>
<td>$477,619</td>
<td>$454,717</td>
</tr>
<tr>
<td>Others</td>
<td>52,273</td>
<td>50,645</td>
</tr>
<tr>
<td></td>
<td>$530,892</td>
<td>$505,362</td>
</tr>
<tr>
<td>EXPENDITURES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practitioner liability insurance</td>
<td>51,530</td>
<td>52,000</td>
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<tr>
<td>Bank charges</td>
<td>3,543</td>
<td>4,150</td>
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<tr>
<td>Board and chapter expenses (Schedule 1)</td>
<td>72,481</td>
<td>87,384</td>
</tr>
<tr>
<td>Staff expenses</td>
<td>15,154</td>
<td>12,833</td>
</tr>
<tr>
<td>Office expenses (Schedule 1)</td>
<td>45,099</td>
<td>63,920</td>
</tr>
<tr>
<td>Amortization</td>
<td>26,712</td>
<td>3,106</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>382</td>
<td>712</td>
</tr>
<tr>
<td>Translation services</td>
<td>3,356</td>
<td>23,627</td>
</tr>
<tr>
<td>Legal</td>
<td>95,702</td>
<td>92,352</td>
</tr>
<tr>
<td>Accounting</td>
<td>4,633</td>
<td>4,520</td>
</tr>
<tr>
<td>Due and fees</td>
<td>19,339</td>
<td>17,725</td>
</tr>
<tr>
<td>Public relations</td>
<td>68,006</td>
<td>26,467</td>
</tr>
<tr>
<td>Directors insurance</td>
<td>1,450</td>
<td>1,450</td>
</tr>
<tr>
<td>Non-refundable HST</td>
<td>21,472</td>
<td>22,226</td>
</tr>
<tr>
<td>Wages and benefits</td>
<td>137,342</td>
<td>131,536</td>
</tr>
<tr>
<td>AGM and general meeting expense</td>
<td>16,253</td>
<td>12,585</td>
</tr>
<tr>
<td>Special projects</td>
<td>-</td>
<td>2,781</td>
</tr>
<tr>
<td>Interest on long term debt</td>
<td>11,089</td>
<td>-</td>
</tr>
<tr>
<td>Property taxes</td>
<td>11,215</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>608,758</td>
<td>559,394</td>
</tr>
<tr>
<td>Excess of income over expenditures - (Expenditures over income)</td>
<td>(71,866)</td>
<td>(54,032)</td>
</tr>
<tr>
<td>Accumulated surplus, beginning of year</td>
<td>175,959</td>
<td>229,991</td>
</tr>
<tr>
<td>Accumulated surplus, end of year</td>
<td>$104,092</td>
<td>$175,959</td>
</tr>
</tbody>
</table>

Unaudited

<table>
<thead>
<tr>
<th>PARAMEDIC ASSOCIATION OF NEW BRUNSWICK</th>
</tr>
</thead>
<tbody>
<tr>
<td>STATEMENT OF CASH FLOWS FOR THE YEAR ENDING DECEMBER 31, 2014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net inflow (outflow) of cash related to the following activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operating</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Excess on income over expenditures - (expenditures over income)</td>
<td>$ (71,866)</td>
<td>$ (54,032)</td>
</tr>
<tr>
<td>Item not affecting cash: Amortization</td>
<td>26,712</td>
<td>3,106</td>
</tr>
<tr>
<td></td>
<td>(45,154)</td>
<td>(50,926)</td>
</tr>
<tr>
<td>Changes in non-cash operating working capital items:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Term deposits</td>
<td>(2,132)</td>
<td>(101,536)</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>16,563</td>
<td>(3,463)</td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>(15,615)</td>
<td>33,810</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>(16,491)</td>
<td>5,386</td>
</tr>
<tr>
<td></td>
<td>(62,829)</td>
<td>(117,729)</td>
</tr>
<tr>
<td>Financing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mortgage proceeds</td>
<td>129,462</td>
<td>123,521</td>
</tr>
<tr>
<td>Investing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of capital assets</td>
<td>(203,375)</td>
<td>(338,685)</td>
</tr>
<tr>
<td>Net cash inflow</td>
<td>(136,743)</td>
<td>(332,735)</td>
</tr>
<tr>
<td>Cash position, beginning of year</td>
<td>297,623</td>
<td>630,516</td>
</tr>
<tr>
<td>Cash position, end of year</td>
<td>$164,881</td>
<td>$297,623</td>
</tr>
</tbody>
</table>

Unaudited
### PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

#### STATEMENT OF EXPENSES
FOR THE YEAR ENDED DECEMBER 31, 2014

<table>
<thead>
<tr>
<th>Schedule</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board and chapter expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel</td>
<td>$29,660</td>
<td>$41,778</td>
</tr>
<tr>
<td>Meals</td>
<td>4,922</td>
<td>6,610</td>
</tr>
<tr>
<td>Other</td>
<td>8,674</td>
<td>5,987</td>
</tr>
<tr>
<td>Wage replacement</td>
<td>29,225</td>
<td>21,001</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$72,481</strong></td>
<td><strong>$77,384</strong></td>
</tr>
<tr>
<td>Office expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postage and publications</td>
<td>$5,648</td>
<td>$6,565</td>
</tr>
<tr>
<td>Rent and occupancy costs</td>
<td>13,756</td>
<td>21,079</td>
</tr>
<tr>
<td>Telephone</td>
<td>9,467</td>
<td>7,879</td>
</tr>
<tr>
<td>Insurance</td>
<td>1,723</td>
<td>1,421</td>
</tr>
<tr>
<td>Supplies</td>
<td>7,417</td>
<td>11,517</td>
</tr>
<tr>
<td>Equipment leases</td>
<td>7,088</td>
<td>4,659</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$45,099</strong></td>
<td><strong>$63,920</strong></td>
</tr>
</tbody>
</table>

### PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

#### NOTES TO FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2014

1. **Purpose of the organization**

   The Paramedic Association of New Brunswick is a not-for-profit organization whose objective is to promote pre-hospital care as a profession, promote and advance the interest of Pre-hospital Care Professionals in New Brunswick, encourage and facilitate communication, education and cooperation among Pre-hospital Care Professionals in New Brunswick, and promote communication and co-operation with other similar groups having an interest in pre-hospital care.

2. **Significant accounting policies**
   a) **Basis of Accounting**

      The organization has prepared its financial statements in accordance with Canadian Accounting Standards for Non-Fer-Profit Organizations.

   b) **Capital assets**

      Capital assets are recorded at cost. Amortization is provided using the diminishing balance method at the following annual rates:

      - Furniture and equipment: 20%
      - Computer: 30%
      - Building: 4%

   c) **Revenue recognition**

      The organization recognizes income in accordance with the deferral method. That is, excess of income over expenditure in a year are not restricted as to the use in a future period.

      Membership dues are collected based on the calendar year, January to December. It is the Association’s policy to defer the recognition of income, for dues collected, until the year to which they relate.

      Late paid dues are recognized in the year payment is received.

Unaudited
2. Significant accounting policies (cont'd)

d) Income taxes

The Company is a registered not for profit organization and therefore is exempt from income tax under para. 149(1) of the income tax act.

e) Use of estimates and measurement uncertainty

The preparation of financial statements in conformity with Generally Accepted Accounting Principles requires management to make estimations and assumptions that affect the reported amount of assets and liabilities and other reported amounts in the financial statements and the related notes. After results may differ from these estimates.

3. Capital Assets

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Amortization</td>
</tr>
<tr>
<td>Land</td>
<td>$75,000</td>
<td>$75,000</td>
</tr>
<tr>
<td>Building</td>
<td>4%</td>
<td>17,131</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>3%</td>
<td>59,339</td>
</tr>
<tr>
<td>Computers</td>
<td>30%</td>
<td>17,162</td>
</tr>
</tbody>
</table>

No amortization will be calculated on the building until construction is completed.

4a. Financial Instruments

- Cash and cash equivalents are classified as "Asset held to maturity". They are measured at cost and any gains or losses resulting from subsequent disposition, are recognized in net earnings at that time;

- Accounts receivable are classified as "Loans and receivables" and are recorded at cost, which upon their initial measurement is equal to their fair value. Subsequent measurement of trade receivables is at amortized cost, which usually corresponds to the amount initially recorded less any allowance for doubtful accounts; and

- Accounts payable are accrued liabilities are classified as "Other financial liabilities". They are initially measured at fair value and the gains and losses resulting from their subsequent measurement, at the end of each period, are recognized in earnings.

Unaudited

4b. Financial instruments risk management

The Board of Directors has overall responsibility for the determination of the associations risk management objectives and policies.

- Credit Risk
  Credit risk is the risk of loss resulting from the failure of a member or counter party to honour a financial obligation. The association receives revenue from its members in the form of membership fees. The association mitigates credit risk by only recognizing membership at time of payment.

- Liquidity Risk
  Liquidity risk is the risk the association cannot meet a demand for cash or fund its obligation when due. The association has accounts payable and bank debt in the amount of $290,713. The ability to meet these obligations is based on being able to generate sufficient funds from membership and other sources. The association mitigates this risk by an annual budgeting process and monitoring by the board of directors.

5. Related Party Transaction

The Associations related parties include key management, as those persons having authority and responsibility for planning, directing and controlling the activities of the Association, including board members and management. Unless otherwise stated, none of the transactions with related parties incorporate special terms and conditions. Outstanding balances are settled in cash.

Board Members are entitled to be reimbursed for expenses occurred during activities required to carry out their duties on behalf of the Paramedic Association of New Brunswick.

The Board, in accordance with accepted standards within the health professional regulatory community, shall annually determine the rate at which mileage expenses are reimbursed.

The rate at which all other expenses are reimbursed, Board education/training, allowances for wage maintenance for directors who have lost wages in order to attend to their duties on behalf of the Association, all other transportation costs or limits for meals shall be decided upon by Board motion.

Unaudited
5. Related Party Transaction (cont’d)

The comparative transactions are disclosed in statement of expenses schedule 1.

The Executive Director is reimbursed for expenses incurred according to policy as set by the Board of Directors. The Executive Director’s remuneration is in accordance with an employment contract signed by the Board of Directors.

6. Mortgage Advances - Progressive Credit Union

In September 2013 the association entered into a fixed rate collateral mortgage loan in the amount of $260,000 to finance the construction of a new office building located at 298 Main Street, Fredericton.

Terms as follows, biweekly installments of principal and interest in the amount of $719.51, for a five year term amortized over a twenty-five year period at a rate of 4.5% for sixty months. The mortgage is secured by a general security agreement over the assets of the association.

Principal repayments for the next five years will be as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Principal Repayment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>6,025</td>
</tr>
<tr>
<td>2016</td>
<td>6,301</td>
</tr>
<tr>
<td>2017</td>
<td>6,591</td>
</tr>
<tr>
<td>2018</td>
<td>6,893</td>
</tr>
<tr>
<td>2019</td>
<td>7,295</td>
</tr>
</tbody>
</table>

Unaudited
Committee Reports

MANDATED COMMITTEES

Executive Committee
President - Phil Comeau, Chair
Past President - Libby Maskos
Vice President - Derek Cassista
Treasurer - Tim Stairs
Secretary - Gene Boles
ED/Registrar - Chris Hood (non-voting)

Admin & Finance Committee
Treasurer - Tim Stairs, Chair
President - Phil Comeau
Past-President - Libby Maskos
Auditor - William Marr
E.D./Registrar - Chris Hood (non-voting)

Public Relations Committee
Derek Cassista, Chair
Phil Comeau
Libby Maskos
Kyle Enright

Legislation Committee
Vice President - Derek Cassista
Scott Hoyt
Keith Porter

Complaints Committee
Nominated Association Members
Public Representatives

Discipline Committee
Nominated Association Members
Public Representatives

AD-HOC COMMITTEES

Honours and Awards
Gene Boles, Chair
Jeff Mcaskill, BoD
Yvon Bourque, ANB
Crystal Hart-Drake, Member-at-Large
Don Wilson, Public Representative
Private Employers - Open
ED/Registrar - Chris Hood (non-voting)

Mental Health & Resiliency
Yves Goudreau, Chair
Judy Astle, CUPE
Bryan Harris, CUPE
Shannon Masse, ANB
Joe Trevor, ANB
Beth Simkins-Burrows, NBEMS
John Estey, DoH
Phil Comeau, PANB
Derek Cassista, PANB

Reregistration Development
Brian Taylor, Chair
Phil Comeau
Gene Boles
Jeff Mcaskill
Amanda Cormier
Chris Hood

Special Projects
Tim Stairs, Chair
George Scott
Jeff Mcaskill
The Admin and Finance Committee met this year, as usual, to go over the budget and review the various PANB committees’ request for budgetary funding. We reviewed year to date expenditures and then projected new amounts for the 2016 proposed budget. We are pleased to note an increase in expenditures toward promotion of the profession resulting from a slight decrease in operational costs. We remain concerned about our rising Legal costs but note steps have been put into place to help control these disbursements. We completed a proposed budget that was then approved by the board of directors. Very hard decisions were made that included asking the committees to make do with ½ of their requested budgets and after 2 straight years of planned deficits, had to propose a dues increase in order to have a balanced budget for 2016.

Ongoing projects include the refinement of our financial statements to increase the ease of reading and understanding them. This process was approx. 50% complete as of December 31, 2015. We are also continually developing/investigating different revenue sources to decrease our reliance on membership dues, such as renting out space in our office building and online sales of promotional material.

Respectfully submitted

Tim Stairs, Treasurer
The PANB Public Relations Committee remained active and engaged during the year of 2015. Driven from the desires and aspirations of the membership, Public Relations focused on three objectives: Mental Health & Resiliency, Advanced Care Paramedic Lobbying, and Community Paramedicine Lobbying.

**Mental Health & Resiliency** - The profession as a whole began a series of discussions surrounding this topic at a national level. PANB played a key role in this, appointing a member from the PR Committee to contribute to the discussion, and gather resources to be used at a provincial level. Terms of reference, goals, and key messages have already been determined, and we expect continued discussions in the following year. For more info see the Mental Health & Resiliency Committee report.

**Advanced Care Lobbying** - New Brunswick continues to lag behind the rest of Canada, and the modern world in terms of employing Advanced Care Paramedics. This presents a challenge for members to maintain licensure, creates unhealthy work arrangements for those who have to leave the province, and also adds unneeded stress and ethical dilemmas to professionals within NB. As a PR committee we worked hard to spread these messages to the public and to government, spreading the word that New Brunswickers aren’t getting the care they deserve. Multiple meetings were held within all levels of government, with minimal positive results to show. This continues to be a priority until a resolution is met.

**Community Paramedicine Lobbying** - Expanding the role of the paramedic is a global trend, and the PR committee has committed to spreading that message provincially. Significant discussions were held within the Vitalite Health Network, yet no resolution has been met. We recognize New Brunswick as the prime real estate for such a program to flourish, with an aging population, and a challenge to access primary health care universally felt across the province. As time progresses, this topic will be thrust into the main conversations as a necessity, and we endeavour to be the subject matter experts when the time comes.

Respectfully Submitted,
Derek Cassista
Public Relations Chair
Through various concerted efforts, the Board of Directors and Staff were able to refine some of our complaints process to help deal with the rising costs. Re-negotiation of the fee structure with our legal firm and an increased staff allocation of time and resources to investigate, collate, communicate and manage complaints has led to a faster, less expensive complaints process. Efforts are continuing in this regard as we investigate ways to further reduce costs, including developing an effective complaints process that would have pre-set penalties for certain specific complaints. This would thereby eliminate, in most cases, the legal fees and committee costs. Nine (9) complaints have been carried into 2016.

The following is a table of the Complaints and Discipline and Fitness to Practice Committees’ decisions for 2015:

<table>
<thead>
<tr>
<th>Allegation</th>
<th>Complaints Committee Decision</th>
<th>Discipline and Fitness to Practice Committee Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incompetence</td>
<td>Licence restricted, with conditions required. Member later failed to meet conditions, Licence suspended</td>
<td></td>
</tr>
<tr>
<td>Conduct Unbecoming, Professional Misconduct</td>
<td>Licence suspended, reprimanded, multiple conditions to reapply</td>
<td>Licence revoked, cost/fines assigned, multiple conditions to reapply</td>
</tr>
<tr>
<td>Conduct Unbecoming, Professional Misconduct</td>
<td>Licence suspended, referred to Discipline committee</td>
<td></td>
</tr>
<tr>
<td>Dishonesty, Conduct Unbecoming, Professional Misconduct</td>
<td>Licence suspended, ordered to provide court documents and new Criminal Record Check, referred to discipline committee.</td>
<td></td>
</tr>
</tbody>
</table>

Respectfully submitted

Tim Stairs

Acting Deputy Registrar
HONOURS AND AWARDS COMMITTEE
2015 Annual Report

The Honours and Awards Committee is comprised of Eugene Boles, Chair; Jeff Mcaskill, Board Rep.; Yvon Bourque, Ambulance New Brunswick Rep.; Don Wilson, Public Rep and Crystal Hart-Drake, Member at Large. We were unsuccessful in recruiting an Industrial Employer representative.

The committee held four meetings, two being at the PANB Office and two by teleconference. The committee reviewed the Terms of Reference for the committee and all award guidelines as is required and recommended to the board that revisions to the committees Terms of Reference, the Contribution to Community Recognition and Contribution to Paramedicine Recognition be made, all being approved. The committee reviewed the member registration information, identifying members eligible for service recognition, distributing to employers for recommendations of employees deserving of nomination for the Emergency Medical Services Exemplary Service Medal or Bars. The committee compiled a list of members with years of service for Long Service Awards. As a result, twenty two (22) Association members were nominated for the EMS ESM and Seventy Nine (79) for Long Service Awards. William Mallock’s Exemplary Service Medal was presented to his family. ‘Billy’ died In the Line of Duty, August 16, 2014.

The committee received and approved nominations for the PANB Contribution Awards. The Contribution to Community Recognition was awarded to Susan Dugas for her endeavors to make her community a better place, in particular the CPR Public Education Program. Clifton Furrow and Clinton Constantine were both recipients of the Contribution to Paramedicine Recognition for their life-long history of education and promotion of Paramedicine to and for the public.

A referral for award consideration was received by email, was researched, and a recommendation made to the Board that a President’s Letter of Commendation be presented to Anick Belanger and Shannon Masse for their participation during the RCMP shooting in Moncton in June 2014. They volunteered to enter the lock-down area to assess the three RCMP officers and evacuate them to hospital. They were commended for their bravery and commitment to provision of care under extreme danger.

In 2014, on a recommendation from the committee and approval by the board, a PANB Healthcare Education Bursary and a Continuing Education Grant were introduced in 2015. Three (3) $1000 bursaries were approved by the board, one (1) to member Ms. Tera Levasseur, and two (2) to a member’s family, Ms. Megane Goulette, daughter of Mr. Edgar Goulette, and to Mr. Jamie Frampton, son of Mr. John Frampton. One application for a Continuing Education Grant was received and approved by the committee to assist funding a Prehospital Trauma Life Support Course.

Going forward, the committee will endeavour to inform award recipients of their awards prior to the Annual Vacation selection process of employers so they can make plans to attend the PANB Awards Gala should they desire.

Respectfully submitted
Eugene Boles, Chair
MENTAL HEALTH RESILIENCY COMMITTEE
2015 Annual Report

I am very pleased to submit the first annual report for this new committee mandated by your association. I am humbled and take pride in being the first chair of this very important committee. Before explaining the work to date, I would like to acknowledge the contribution of the following members of this committee. Representing CUPE we have Judy Astle and Bryan Harris. Representing ANB/NBEMS we have Shannon Masse, Joe Trevor and Beth Simkins-Burrows. Representing Department of Health we have John Estey and representing PANB, we have Phil Comeau, Derek Cassista and Chris Hood. I would also like to thank the following who have left the committee but who have offered valued feedback: Benoit Savoie and Deny Cogswell.

This committee was struck in June and since then we have been very active looking at ways to demystify mental health issues in EMS in New Brunswick. We want to empower Paramedics to seek help when the need is present. We want to make mental health illness no different than physical health issues. There have been too many paramedics in New Brunswick and Canada who have taken their lives; and this is not counting those who continue to suffer, many in silence.

The committee has decided to launch its initiative during Mental Health Week during the first week of May, 2016. The week will be the launch of the Web Site highlighting current EMS personnel who have gone through mental health issues in their careers, a support section and a section on key symptoms of mental health injury. We will also host a nationally recognized mental health professional who has spent years in EMS. More information to come soon!

Finally, Chris Hood, Judy Astle and I are New Brunswick’s representatives on a National EMS Mental Health Resiliency Committee. This committee has also been busy working in developing a national strategy to deal with this national issue.

I would again like to thank the committee members for their support in pushing this mandate forward. I look forward to the launch of our 2016 initiatives and the development of a long-term strategy.

Sincerely in EMS,
Yves Goudreau, MHSA, PCP
The Re-registration Development Committee (RRDC) had been very active in 2015. The work that was started in 2014, on the development of a new registration process, continued into 2015 with the finalization and implementation of the new process.

The year started with the review of the first and second drafts of the procedure. The members were given the opportunity to participate in the creation of the process in the middle of 2014 and again in 2015 through chapter meetings and an online survey where they were able to offer feedback on the third draft. There was not a great response as only little over a hundred members participated in the survey. The committee reviewed the comments and suggestions from those who participated and the final draft was created.

The final draft was then presented to the PANB Board of Directors (BoD) who participated in a trial run of re-registering using the process created by the committee. The BoD felt that the process was well put together and were happy that the membership was given multiple opportunities to participate in the process’s creation. The BoD approved the presented process and its implementation for the 2016 registration year.

The RRDC continued to work with service provider throughout the year to make changes on the current system to allow the members to upload documents to the server. This would allow the members to validate the requirements that were needed and allow PANB to conduct audits easier.

It was decided that there was going to be a need to have a two-phase approach to the implementation of the new process. The first phase would be for the 2016 registration year, allowing the membership to only submit and complete the mandatory steps of the process. This would include uploading a valid liability insurance certificate and the validation of the completion of the professionalism document.

The Second phase will occur in the upcoming months where the membership will be required to upload a valid CPR card (PCPs and ACPs) as well as a valid ACLS or PALS certificate (ACPs only). Along with this each member will need to complete 64 educational credits, which will need to be validated and uploaded to their file on the Service NB server. The members will have the opportunity to upload these documents throughout the year, not having to wait until October.

The RRDC is pleased to report that the first phase has been successful and is looking forward to the second phase being implemented in the upcoming months.

Brian Taylor,
RRDC Chair
2015 saw the Special Projects Committee involved in organizing and participating in promotional activities with Andy the Ambulance. Andy and our Paramedics attended numerous parades, daycares, schools, sports events and community gatherings. Also, we facilitated ongoing capital improvements to our office building. We installed some Lawn sod and landscaping (flower beds and shrubs) in the spring of 2015. The committee oversaw the purchase, design and installation of signage at the front of the building. We continued the finishing of the building’s lower level by installing flooring, bathroom fixtures, doors, trim and Paint, in preparation of leasing the space out. As per our obligation to the city, we hired a company to pave our driveway and parking area. Members of the committee were then able to manually complete the landscaping in such a way that will ensure the longevity of the newly installed asphalt.

Respectfully submitted

Tim Stairs, Chair
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