

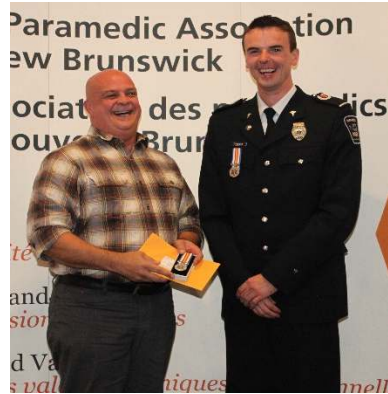


**The Paramedic Association
of New Brunswick**

**L'Association des paramédics
du Nouveau-Brunswick**

**THE PARAMEDIC ASSOCIATION OF NEW BRUNSWICK
ANNUAL REPORT**

2022



OUR MISSION

To develop and promote the highest ethical,
educational and clinical standards for all
Paramedics.

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Code of Ethics

Responsibility to the Patient and Others

- Demonstrating patience, compassion, and courtesy
- Advocating in the best interest of the patient
- Acting in a manner that ensures the patient's dignity, safety, and privacy
- Maintaining confidentiality
- Working collaboratively with others
- Communicating respectfully with others
- Maintaining appropriate professional relationships
- Respecting the rights of the patient and others

A paramedic provides person-centred care

Responsibility to Self

- Recognizing that self-regulation of the profession is a privilege
- Maintaining mental and physical fitness to practice and clinical proficiency
- Maintaining good character and reputation
- Maintaining professional accountability for actions in practice
- Utilizing peer review to reflect, evaluate, and self-direct professional development
- Crediting work done by others
- Fostering a professional identity at work
- Recognizing conflicts of interest and maintaining impartiality
- Being accountable for conduct that meets the requirement of the medical, legal, and professional boundaries of the profession

A paramedic maintains a high standard of professional integrity

Responsibility to the Profession

- Practicing in accordance with the Standards of Practice
- Promoting and upholding the Code of Ethics of the profession
- Fostering professional working relationships
- Creating a respectful and positive learning environment
- Providing leadership to others
- Learning, sharing, and constructing knowledge
- Recognizing professional limitations
- Consulting with others for the benefit of the patient
- Reporting, stopping, or redirecting unethical or incompetent conduct
- Refraining from impugning the reputation of peers and the profession

A paramedic demonstrates professional conduct

Responsibility to Society

- Prioritizing the public interest
- Recognizing the social determinants of health in practice
- Committing to improving society through the development of the profession
- Fostering innovative care for the benefit of society insuring professional development aligns with public interest

A paramedic demonstrates service to society



2022 ANNUAL REPORT

Board of Directors (as of 31-12-22)

Executive



President
Derek Cassista
Grand Falls, NB
Term: October 2021-2023



Past President
Phil Comeau
Saint-John, NB
Term: Sits until new president is elected



Vice President
Tara Babineau
Moncton, NB
Term: October 2022-2024



Treasurer
Andrew Trecartin
New Maryland, NB
Term: October 2022-2023



Secretary
Gene Boles
Quispamsis, NB
Term: October 2022-2024



Chapter 1
Christa Kirk
Riverview, NB
Term: October 2022-2024



Chapter 1
Vicky Tozer-Butler
Miramichi, NB
Term: October 2021-2023



Chapter 3
Andrew Trecartin
New Maryland, NB
Term: October 2021-2023



Chapter 3
Jordon Cripps
New Maryland, NB
Term: October 2022-2024



Chapter 2
Courtney Croucher
Rothesay, NB
Term: October 2021-2023



Chapter 2
Eric Grant
St. Stephen, NB
Term: October 2022-2024



Chapter 4
Jordan Baker
Grand Falls, NB
Term: October 2021-2023



Chapter 4
Joey Hache
Shippagan, NB
Term: October 2022-2024



Public Appointee
Margaret Dukes
Moncton, NB
Term: May 2022-2024



Public Appointee
Dale Chase
Fredericton, NB
Term: June 2021-2023

2022 ANNUAL REPORT

Message from the President

Colleagues and Stakeholders,

Welcome to the Paramedic Association of New Brunswick (PANB) 2022 Annual Report. As we reflect, it becomes ever apparent that this past year revealed many successes for the paramedic profession in New Brunswick. First, I want to thank paramedics across the province for their continued dedication to the profession; as practice evolved again this year everyone rose to the challenge.

One of the highlights of my year was the PANB Symposium and Awards Gala in Saint John. What a great feeling to return to a live event with practitioners from all regions of our province! The preparation by staff, the Honours/Awards Committee, and Vice President Babineau produced a first-class event. I particularly enjoyed the opportunity to present awards with Her Honour the Lieutenant Governor to such deserving practitioners. We are already looking forward to this year's event.

Without the staff of PANB, the Board of Directors' strategic goals and mission would remain unfulfilled. Thank you to Chris, Tim, and Irene for your coordination and consistent efforts in advancing our organization. Their financial stewardship has turned PANB into a fiscally stable organization with the ability to capitalize on opportunities that would have been impossible in previous years.

Volunteering has been another highlight of my year, as I continue to serve on the CSA Technical Committee developing the National Occupational Standard for Paramedics under the leadership of Dr. Alan Batt. I am very excited to see this standard release this year and am looking forward to the next evolution of our profession as a result of this work.

Earlier this year the PANB Board of Directors passed a resolution adding the EMT practitioner to our active registry. After consultation with the government and stakeholders, we agreed the timing was right to add this scope of practitioners into our profession. The transport of non-urgent patients for medical appointments can be done safely and efficiently by these EMTs and will free paramedics to work in other areas of our patient care. PANB continues to monitor the impacts of this decision moving forward.

We were happy to add Christa Kirk and Jordan Cripps to our Board of Directors. They will bring additional diversity of thought to our group of robust directors. Additionally, Tara Babineau was elected Vice President - I am looking forward to working with her on many projects this year; congratulations on this achievement!

Health reforms within the paramedic system continue to be needed. PANB agrees with the Auditor General that governance, transparency, and the service delivery contract are the most important outstanding items that require adjustment. We will continue to advocate for these changes and reforms to the overall healthcare system that improve coordination within each sector.

One of the most notable projects for PANB and all paramedics in NB was the Pre-ALRT system that was introduced in February. Paramedics, supported with evidence, have demonstrated in 2022 that they are the most appropriate practitioner to decide on transport eligibility for patients. In addition, paramedics possess the clinical judgment and professionalism to consult with fellow practitioners and arrive at a consensus for patient care decisions. This inter-professional consultation is groundbreaking for the profession within Canada from a regulatory perspective and is possible because of the progressive leadership within PANB. We will continue to advocate for further expansion of Pre-ALRT, as it is one of the pillars of future prehospital healthcare reforms.

Finally, I wish to extend a thank you to all practitioners for your professionalism and willingness to evolve. Change occurs rapidly, and requires agility from all of us. As we kick off 2023, I'm excited for new opportunities like internationally-trained health practitioners, as well as further reform of the paramedic preceptorship model. With our dedicated leadership team, membership, and valued stakeholders, we stand ready for the next challenges. It is truly an honour to lead such a profession, thanks again.

Kind Regards,

Kind Regards,



Derek Cripps
PANB President

2022 ANNUAL REPORT

Message from the Executive Director

It is my sincere pleasure to present the 2022 Annual Report of the Registrar / Executive Director. The end of 2022 ends my 17th year with the Paramedic Association of New Brunswick. It continues to be a pleasure to interact with all the paramedics and stakeholders related to the paramedic profession within New Brunswick and Canada.

After the return to somewhat normal business operations in 2022, following the COVID-19 shutdowns, we have seen the lasting results that this pandemic has bestowed upon all of us, none more acute than in every part of the healthcare system. Access to healthcare, regardless of whether it is primary care, emergent care, or long-term care is in crisis. In fact, since the worst of COVID 19, the entire workforce in healthcare is reeling from exhaustion, being under resourced, and a lack of community, alternate pathways for wellness and care. These problems are only being exacerbated by leaders, either within the system, or within the political sphere nibbling around the edges of radical reform. We cannot wait any longer and must make substantive and real changes to save healthcare.

The Paramedic Association has taken concrete steps in 2022 to ensure that access to qualified practitioners, at the right time, in the right location, and at the right practice level is maintained. As you can see by the statistical information below, we continue to barely keep pace with replacing practitioners leaving the system. Further, our age demographic, along with ongoing challenges attracting individuals into the profession will continue in future years to further put pressure on staffing. To assist in this regard, the Association has reintroduced a practice level into the profession at the Emergency Medical Technician designation. While the name is consistent with previous practice levels, the scope and knowledge of these individuals is designed to meeting a specific purpose of staffing non-urgent, low acuity patient transfer units, thereby freeing up other practitioners to staff the 911 paramedic system.

In 2022 the Paramedic Association developed and implemented, with stakeholders, a comprehensive program that saw paramedics assess and refer, redirect, or release certain patients who did not meet criteria to be ill enough to be transported to an Emergency Room. This process, which allows paramedics to refer patients to other areas of the community healthcare system such as pharmacy, telecare 811, E-visit NB, family physicians, or after-hours clinics is having a reduction of transports to emergency rooms. The challenges of accessing community healthcare services remain a high priority concern regarding any expansion or enhancement to this service. Paramedics can do more, however, Government must create more access, through use of technology and additional professions to ensure that the care is available. Currently this is not happening.

Further, the Association, at the request of the Department of Health submitted a proposal to seek funding to support the development of a provincial assessment center for paramedic practitioners from international locations seeking to come to Canada, and particularly New Brunswick to work. While there is a National Assessment process, the reality is that New Brunswick has had zero return of individuals that have been sent there, following assessment. Having a provincial assessment center makes a nimbler and more streamlined process and hopefully will allow for more individuals to seek to live and work in NB. It is hoped that the Government will take the opportunity to provide the necessary funding to support this important work.

As we move into 2023, we need to work harder and smarter. We need to continue to build off successes that we have achieved in 2022. I know that with the hard work of our capable practitioners, the support of the leadership of the Association, and the willingness of the public to accept change, that this profession will continue to do great things.

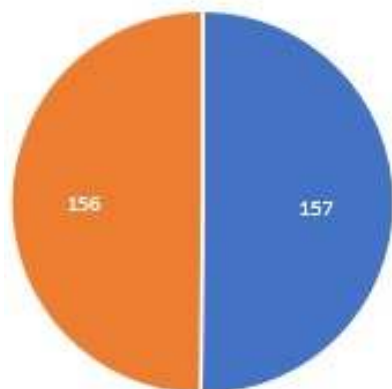
Respectfully submitted,

Chris Hood, Executive Director/Registrar



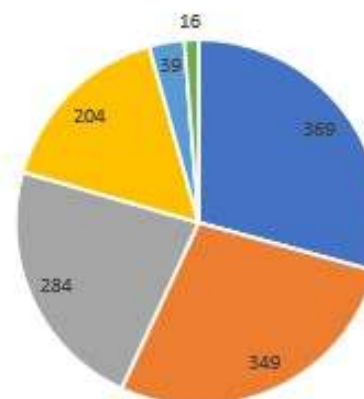
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Attrition Rates



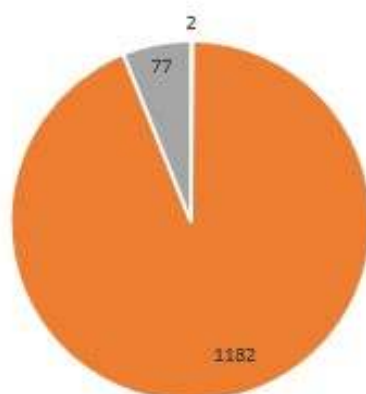
■ Left Profession ■ Began in Profession

License by Age



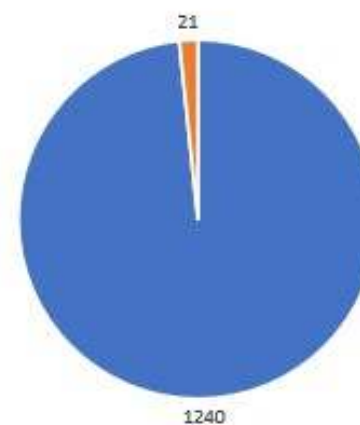
■ 20-30 ■ 31-40 ■ 41-50 ■ 51-60 ■ 61-65 ■ >65

Licenses by Level



■ EMT ■ PCP ■ ACP

By License Status



■ Active ■ Inactive

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Message from the Public Representatives

The Paramedic Association of New Brunswick (PANB) regulates the paramedic profession to help ensure safe patient care in the pre-hospital setting. As part of its obligation to patients, PANB maintains public representation on its Board of Directors ("Board") and Complaints Committee.

The role of the public representatives on the Board is to reflect the patient perspective and ensure that decisions are in the best interests of the public. The PANB complaints process entitles members of the public to submit formal complaints when they deem that paramedic care has not adhered to established standards of practice.

During 2022, the Board continued to promote safe and effective paramedic practice for the benefit of the public. Specifically, the Board

- continued to work with the Minister of Health on potential health reforms to enhance the health care system for the benefit of patients;
- approved a new Emergency Medical Technologist competency profile and registration level for non-urgent patient transfer unit personnel to increase paramedic availability for 911 calls;
- approved a practice advisory related to offload delays to assist paramedics in more effectively managing the transfer of patient care to hospital personnel at emergency departments;
- continued to monitor the "treat and release" practices to help ensure timely and appropriate patient care;
- expanded the PANB bursary program to increase educational opportunities for paramedics and enhance provincial health human resources;
- continued to advocate for the timely update of the national paramedic competency profile to ensure that professional standards reflect current medical practice and patient needs;
- continued to oversee the complaints and discipline process to ensure that breaches of established standards of paramedic practice are addressed in the interests of safe patient care;
- continued to work with other health professions to promote an integrated and cooperative approach to patient care within NB.

Throughout the year, we represented the public perspective in all Board discussions and made recommendations when required to promote patient safety and public accountability. We are pleased to have had the opportunity to serve the public interest through this role.

Respectfully submitted,

Margaret Dukes, Public Representative

Dale Chase, Public Representative



2022 ANNUAL REPORT

Financial Statements

William E. Marr
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

**REVIEW ENGAGEMENT REPORT
AND FINANCIAL STATEMENTS**

DECEMBER 31, 2021

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To: The Directors OF Paramedic Association of New Brunswick

I have reviewed the accompanying financial statements of Paramedic Association of New Brunswick, that comprise the statement of financial position as at December 31, 2021 and the statements of operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not for profit organizations, 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.

Practitioner's responsibility

My responsibility is to express a conclusion on the accompanying financial statements based on my review. I conducted my review in accordance with Canadian generally accepted standards for review engagements, which require me to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, 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 the financial statements do not present fairly, in all material respects, the financial position of Paramedic Association of New Brunswick as at December 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not for profit organizations.

Saint John, N.B.
September 15, 2022

Chartered Professional Accountant
Licensed Public Accountant



2022 ANNUAL REPORT

William E. Marr
Chartered Professional Accountant

William E. Marr
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31, 2021

	<u>ASSETS</u>	
	<u>2021</u>	<u>2020</u>
Current		
Cash	\$539,653	\$487,569
Prepaid expenses	<u>2,518</u>	<u>2,517</u>
	542,171	490,086
Capital assets (note 3)	<u>406,690</u>	<u>424,690</u>
	<u>\$948,861</u>	<u>\$914,776</u>
	<u>LIABILITIES</u>	
Current		
Accounts payable and accrued liabilities	\$ 32,607	\$ 20,670
Deferred revenue	472,518	486,849
Current portion of long term debt	<u>-</u>	<u>20,928</u>
	505,125	528,447
Long term debt (Note 6)	-	79,645
Less: current portion	<u>-</u>	<u>20,928</u>
	<u>-</u>	<u>58,717</u>
	<u>ACCUMULATED SURPLUS</u>	
Accumulated surplus	<u>443,736</u>	<u>327,612</u>
	<u>\$948,861</u>	<u>\$914,776</u>

APPROVED ON BEHALF OF THE BOARD:

Director

Director

Unaudited

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF OPERATIONS FOR THE YEAR ENDED DECEMBER 31, 2021

	<u>2021</u>	<u>2020</u>
INCOME		
Membership	\$508,636	\$484,325
Other	<u>175,763</u>	<u>100,702</u>
	<u>684,399</u>	<u>585,027</u>
EXPENDITURES		
Exam costs	4,577	18,980
Bank charges	7,042	8,960
Board and chapter expenses (schedule 1)	21,785	25,920
Staff expenses	19,714	20,348
Office expenses (schedule 1)	58,973	72,490
Amortization	18,000	18,089
Miscellaneous	2,410	4,763
Translation services	3,864	6,506
Legal	158,629	157,972
Accounting	5,400	5,379
Dues and fees	21,698	27,831
Directors insurance	2,860	2,200
Non-refundable HST	29,151	31,019
Wages and benefits	157,694	147,057
AGM and general meeting expense	4,836	9,451
Committee expenses (Schedule 1)	26,341	29,467
Interest on long term debt	2,442	3,838
Property taxes	18,859	18,454
Bursaries and scholarships	<u>4,000</u>	<u>4,000</u>
	<u>568,275</u>	<u>612,724</u>
Excess of income over expenditures - (Expenditures over income)	116,124	(27,697)
Accumulated surplus, beginning of year	<u>327,612</u>	<u>355,309</u>
Accumulated surplus, end of year	<u>\$443,736</u>	<u>\$327,612</u>

Unaudited



2022 ANNUAL REPORT

William E. Marr
Chartered Professional Accountant

William E. Marr
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF CASH FLOWS FOR THE YEAR ENDING DECEMBER 31, 2021

	<u>2021</u>	<u>2020</u>
Net inflow (outflow) of cash related to the following activities		
Operating		
Excess on income over expenditures - (expenditures over income)	\$116,124	\$(27,697)
Item not affecting cash:		
Amortization	<u>18,000</u>	<u>18,089</u>
	134,124	(9,608)
Changes in non-cash operating working capital items:		
Prepaid expenses	(1)	1
Accounts payable and accrued liabilities	11,937	(20,848)
Deferred revenue	<u>(14,331)</u>	<u>30,925</u>
	131,729	470
Financing		
Mortgage proceeds (payments)	<u>(79,645)</u>	<u>(22,160)</u>
Net cash inflow	52,084	(21,690)
Cash position, beginning of year	<u>487,569</u>	<u>509,259</u>
Cash position, end of year	<u>\$539,653</u>	<u>\$487,569</u>

Unaudited

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2021

<u>SCHEDULE 1</u>	<u>2021</u>	<u>2020</u>
Board and chapter expenses		
Travel	\$ 7,448	\$ 9,789
Meals	3,143	3,853
Other	654	1,478
Wage replacement	<u>10,540</u>	<u>10,800</u>
	<u>\$21,785</u>	<u>\$25,920</u>
Office expenses		
Postage and publications	\$ 1,619	\$ 3,067
Rent and occupancy costs	28,991	24,211
Telecommunications	13,450	13,668
Insurance	2,141	1,960
Supplies	1,801	10,926
Equipment leases	4,606	4,602
Corporate support	1,000	-
Computer software and hardware	<u>5,365</u>	<u>14,056</u>
	<u>\$58,973</u>	<u>\$72,490</u>
Committees		
Conduct and competency	\$ 9,360	\$ 9,361
Education	13,563	2,176
Honours and awards	240	9,256
Public relations	<u>3,178</u>	<u>8,674</u>
	<u>\$26,341</u>	<u>\$29,467</u>

Unaudited



2022 ANNUAL REPORT

William E. Marr
Chartered Professional Accountant

William E. Marr
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2021

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 and to comply with the Paramedic Act of New Brunswick, and such to protect the profession of paramedicine and the public whom it serves. The Association also, encourages and facilitates 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. It's the duty of the PANB to develop and promote the highest ethical, educational and clinical standards for all Paramedics.

2. Significant accounting policies

a) Basis of Accounting

The organization has prepared its financial statements in accordance with Canadian Accounting Standards for Not-For-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

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2021

2. Significant accounting policies (cont'd)

d) Income taxes

The company is a registered not for profit organization and therefore is exempt from taxes 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 estimates 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 those estimates.

3. Capital Assets

		<u>2021</u>		<u>2020</u>	
		<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net</u>	<u>Net</u>
Land		\$ 75,000	\$ -	\$ 75,000	\$ 75,000
Building	4%	446,744	124,190	322,554	336,954
Furniture and equipment	20%	59,339	53,852	5,487	7,887
Computers	30%	<u>38,228</u>	<u>34,579</u>	<u>3,649</u>	<u>4,849</u>
		<u>\$619,311</u>	<u>\$212,621</u>	<u>\$406,690</u>	<u>\$424,690</u>

4a. Financial Instruments

- Cash and cash equivalents are classified as an '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

2022 ANNUAL REPORT

William E. Marr
Chartered Professional Accountant

William E. Marr
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2021

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 \$32,607. 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 decide 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

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2021

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 as financing to construct a new office building located at 298 Main Street, Fredericton.

In 2018 the terms of the mortgage were, biweekly installments of principle 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. Final payment January 2, 2039.

In March 2019 the Association renegotiated the mortgage in accordance with the five year term of the mortgage. A \$100,000 lump sum payment on the principle was made at March 29, 2019 and the biweekly payment of principle and interest were changed to \$1,000 for a five year term. The interest rate is 4.25% for sixty months and final payment is December 2024. The mortgage balance was paid off in 2021.

7. Legal Fees

The Association utilizes legal counsel to conduct much of its Conduct and Competency work. Even though there is an understood ceiling of costs that have been budgeted in each fiscal year, the costs are directly affected by the quantity and complexity of the work, which is difficult to estimate. To date the amount and complexity appears to be somewhat cyclical and levels out over a period of years.

Unaudited

2022 ANNUAL REPORT

Committee Reports

MANDATED COMMITTEES (as of 31-12-22)

Administration and Finance

- Treasurer (Chair) - Andrew Trecartin
- President -Derek Cassista
- Past President - Phil Comeau
- Auditor - William Marr
- E.D./Registrar - Chris Hood

Public Relations

- Chair - Derek Cassista
- Phil Comeau
- Tara Babineau
- Chris Hood

Legislation

- Vice President (Chair) - Tara Babineau
- Margaret Dukes

Complaints

- Nominated Association Members
- Public Representatives

Discipline

- Nominated Association Members
- Public Representatives

AD HOC COMMITTEES (as of 31-12-22)

Honours and Awards

- Chair - Gene Boles
- Board -
- Current Paramedics - Crystal Hart Drake
- Employers - Robin O'Hara
- E.D./Registrar - Chris Hood

Registration Process

- Chair - Tara Babineau
- Phil Comeau
- Gene Boles
- Rick Babineau
- Brian Taylor
- Chris Hood

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ADMINISTRATION AND FINANCE COMMITTEE

The Administration and Finance Committee is a standing committee under the authority of the Paramedic Act, and Section 10 of the Bylaws pursuant to the Act. The Administration & Finance Committee reviews and recommends the budget as prepared by the Executive Director and staff to the rest of the Board for ratification. The committee also reviews the annual financial statements with the auditor and recommends the appointment of an auditor to conduct the review of financial statements. This committee is also responsible to make recommendations to the Board of Directors with all matters financial.

In 2022 the Administration and Finance Committee met on two occasions to review and recommend for approval, the financial statements for 2021, and to endorse the budget for the 2023 financial year to the Board of Directors which approved it in the September 29, 2022, meeting. The highlights of their work were to endorse a budget with a small surplus, no membership dues increase, continued work on the transition to a new registration system and maintenance and enhancements to the regulatory entry to practice examination.

The Committee would like to thank outgoing Treasurer Tara Babineau who has resigned her position to take on the role of Vice President. Further, the Committee welcomes the interim Treasurer Andrew Trecartin who will be in place until the 2023 Annual General Meeting.

Respectively submitted,

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PUBLIC RELATIONS COMMITTEE

As we emerge from the pandemic mode of association work, government relations continue to play an important role in the strategic goals of PANB. Through the diversity of thought at the Board of Directors' table, advocacy is well-rounded and has proven to be efficient.

PreALRT and the surrounding support systems have been highlighted as an area of importance to the PANB Board of Directors and the overall membership. Healthcare systems cannot continue to operate via the status quo and maintain their reliability. Through advocacy during the development of this process, we conceptualized and validated the role of clinical support paramedic, which is a groundbreaking role for the profession. Paramedics consulting paramedics to determine appropriate transport conveyance is the way of the future.

After direction from the PANB Board of Directors, the Public Relations committee initiated work with the intent of constructing a provincial monument for paramedics who die in the line of duty. In addition to transition meetings with the existing NB Paramedic Memorial committee, PANB drafted correspondence to Her Honour the Lieutenant Governor to discuss potential locations of the monument. This project will continue in 2023.

In December the current Auditor General released a follow-up report to the 2020 report regarding Ambulance Services "Report of the Auditor General - 2022". There were 14 items noted by the AG that have not been implemented, and these items will continue to form advocacy points for 2023. Structure issues continue to be the most prevalent problem within the paramedic system - PANB will continue to advocate for critical reforms in this area.

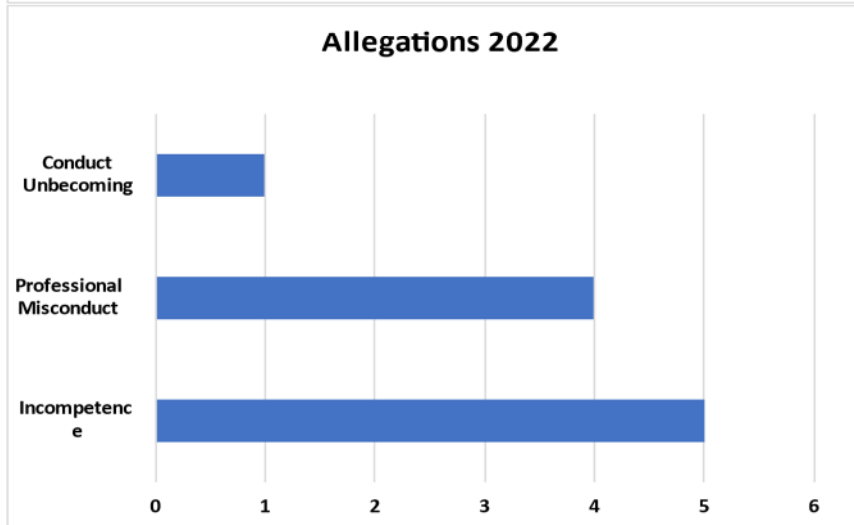
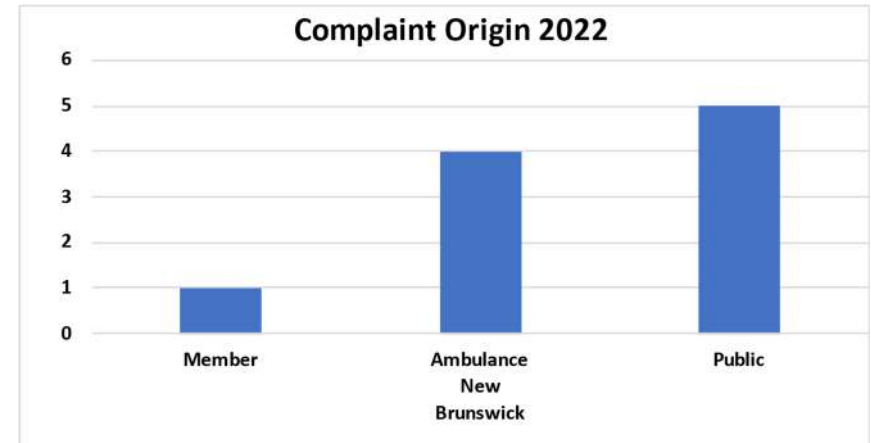
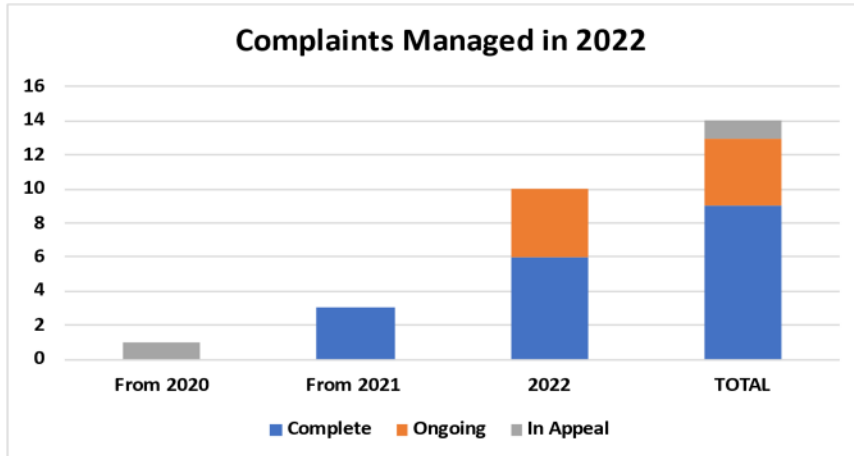
Respectfully Submitted,



Derek Cassista
Public Relations Chair, PANB President

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CONDUCT AND COMPETENCY COMMITTEE



Respectfully submitted,
Tim Stairs, Deputy Registrar

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HONOURS AND AWARDS COMMITTEE

The Paramedic Association of New Brunswick's Honours and Awards Committee is tasked to ensure that all members are considered for recognition of their contribution to the provision of emergency care and ongoing health of the citizens and visitors to our Province. We also administer the distribution of grants and bursaries for the education of current and potential members of the Healthcare team. To do this, the committee is comprised of representatives of the Association Board, the membership, employers and the public.

The awards we administer on a provincial basis are: the Emergency Medical Services Exemplary Service Medal, the Paramedic Association of New Brunswick Long Service Medal, the Contribution to Paramedicine Award, and the Contribution to Community Award. We have five One Thousand Dollar Healthcare Education Bursaries available annually to members and their immediate family for fulltime education in a Healthcare Profession, ten grants of One Hundred Dollars for Continuing Education available to members and three grants of up to One Thousand Dollars, on a 50/50 cost split, to attend a Canadian EMS Conference.

The **Emergency Medical Services Exemplary Service Medal** is a National Award administered by the Chancellery of Honours branch of the Secretary of the Office of the Secretary to the Governor General and considers recommendations from Provincial Committees. The Exemplary Service Medals recognize those persons in high-risk professions who have dedicated themselves to preserving Canada's public safety through long and outstanding service. The awards are national in scope and are part of the Canadian honours system. These and other similar medals instituted by the sovereign are awarded in recognition of service rendered to the country. The 2022 recipients are listed on the following page.

The **Paramedic Association of New Brunswick Long Service Medal** is presented to members that have the required years of Active Service as a Paramedic, emergency or non-emergency, in New Brunswick, current membership in the Paramedic Association of New Brunswick, no regulatory actions in the previous two (2) years, and no active regulatory investigations. The 2022 recipients are listed on the following pages.

The **Contribution to Paramedicine Award** is to recognize Paramedic Association of New Brunswick current or past members in good standing for their activities that promote awareness of and that further the development of the Paramedic profession or any person, as deemed appropriate by the Honours and Awards Committee and the Board of Directors, making a significant contribution to Paramedicine in New Brunswick.

The **Contribution to Community Award** recognizes Paramedic Association of New Brunswick current or past members in good standing for their activities that support and enhance their community.

Our **Healthcare Education Bursary** is offered annually to full-time students who will be attending university, Community College, or trade school enrolled in a Healthcare Education program to provide direct client services after course completion. The 2022 recipients are: Ariane Pineau, daughter of member; Paskale Pineau, daughter of member; Heaven White, member; Jennifer Evans, member; and Wyatt Morell, member.

Ongoing education is encouraged by offering the **Continuing Education Grant** to active PANB members in good standing, to attend courses, symposiums, or other educational sessions that are a minimum of eight (8) hours duration and directly related to the paramedic scope of practice. Five grants were approved in 2022.

Supporting networking among practitioners, the **EMS Conference Grant** is offered for attendance at Canadian conferences and symposiums that are a minimum of twelve (12) hours duration and directly related to the paramedic scope of practice. Three were approved but the conference was cancelled just prior to the date in 2022.

Congratulations to all recipients of Awards and Grants and THANK YOU to all members for their dedicated service.

Respectfully Submitted

Eugene Boles

Interim Chair

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2022 RECIPIENTS

EXEMPLARY SERVICE MEDAL & BARS



40 Years

Ovil Mazerolle



Lisa Kilpatrick, Joe Travors, Denis Losier, Lt. Gov. Brenda Murphy, Gwenneth Boye, Benoit Savoie, Serge Doucette, Arthur LeClair

30 Years

George Cogswell
Arthur LeClair
Paul Robichaud
Gilles Roy

20 Years

Gwenneth Boye	Eddie Cole	Serge Doucette
Lisa Kilpatrick	Denis Losier	Jacques Martin
Adam Peters	Benoit Savoie	Joe Travors



PARAMEDIC ASSOCIATION OF NEW BRUNSWICK LONG SERVICE MEDALS AND BARS

52 Years

Eugene Boles

42 Years

David Benwell

32 Years

Shelly Culford	Yvon Pineau	Michel Richard
Rejean Robichaud	Patrick Flynn	Dwayne Wright
Claude-Rene Dionne	Richard Hersey	Wayne LeBlanc

22 Years

Shena Bonnell	Nicole Burke	Roland Cassie	Eddie Cole	Derek Cunningham
Jeremy Dunsmore	Karine Elward	Marc Fournier	Trevor Grenier	Maurice Hache
Mathieu Hachie	Crystral Hart-Drake	Mary Ann Henderson	Norma Hicks	Paul Kowalski
Curtis McIntyre	Andrew McLean	J. Michael McNeil	Chris Oakley	Trent Piercy
Mary-Lou Price	Duane Quigley	Duanne Shanks	Michael Simpson	Aaron Spencer
Michale Stevens	Leah Strowbridge	Jason Sully	Lyle Wilson	

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12 Years

Misty Arbeau	Stephen Arsneault	Tony Asprey	Tara Babineau	Thomas Babineau	Serge Banville	Jennifer Barth
Robert Baxter	Nicola Benjamin	Mike Berkman	Susan Burkshire	Carl Bernard	Allen Bernier	Melissa Berry
Cory Boudreau	Christopher Butler	Ashley Carruthers	Rubin Carter	Brooke Chaisson	Steven Coffin	Marcel Cote
Brandy Curtis	Katharine DeLorey	Steven Desjardans	Jennifer Dewhurst	Mathieu Dorval	Derek Dunphy	Dale Firloette
Carole Gautreau	Jessica Gionet	Marie-Josée Godin	Christina Good	Michel Gravel	Nicole Greeno	Adam Guthrie
Joey Hache	Annie Haddad	Meagan Hawker	Daniel Hickey	Stephen Higgans	Bryce Holden	Brad Ingersoll
Adam Ketch	Christa Kirk	Jean-Robert Landry	Dusty Letcher	Kimberlee Lyons	Alane MacFarlane	Shawn Mallet
Daniel Martin	Joshua McKinnon	Jennifer Meehan	Adam Mercer	Tim Murchison	Michael Murray	Stephen Murray
Katelyn Nicholson	Carrie O'Kane	Edwin Otis	Holly Oulton	Shane Poore	Michelle Price	Melanie Richard
Sophie Robichaud	Jessica Anne Roy	Joshua Sangster	Amanda Scott	Terry Squires	Lisa Stewart	Daniel St-Onge
Noella Thibeau	Jeffrey Thibeault	Allison Lyne Thompson	Justin Wright			



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REGISTRATION PROCESS COMMITTEE

During 2022, the Registration Process Committee continued their work on the new testing software, as well as beginning the work on the addition of EMT's to our system in New Brunswick. There were also some decisions and work regarding new graduates from an unaccredited school and if and how to register them appropriately. The RPC also organized and hosted the first PANB Symposium and Awards Gala since COVID, and we were all very happy to be adding this event back into our new normal yearly schedule.

In 2022 we were fully reliant on our Exam Soft software for all the registration testing we did. We are very happy with this transition, and it has continued to keep the costs down both with staff's travel and time, as well as all the consumables that went along with it. This software has also added much more validity to our testing process and will give the Association much more opportunity to advance our licensing process going forward. It has given us a lot of data regarding the questions that we have been using, as well as the format that they are given in. We are excited to be using this data going forward.

The past couple of years the board had decided to make our yearly registration renewal a 100% audit. We used this audit to gather information as to what the members were having any issues with, and what they liked and disliked about the renewal process. One of the biggest issues we confirmed is that the system that the paramedics are using to input their information is really the most common denominator to a lot of the misunderstandings or mistakes that were being made. This was brought to the board and after much deliberation, it was decided that it was time to make the investment into a new system. The committee set forth with the help of the office staff to find the most cost-effective, yet professional and user-friendly software and after much research they came back to the board with their suggestion. The board accepted the committee's proposal and members can look forward to seeing the new system implemented in 2023.

In late 2022 the Association was put in an unfortunate position of dealing with a new education program that was graduating students, despite having failed the first stage of the Accreditation Canada process. The PANB Policy states that an educational institution must complete this first stage of the process for their graduates to write the PANB entrance exam. We had never run into a situation where a program had failed this stage, so it required much discussion from the RPC and the Executive Board Members on how to proceed. For many reasons, it was decided that PANB would do all they could to make sure that these graduates were given the opportunity to sit the licensing exam. The office staff sought out an unbiased program expert to create a testing process for these graduates to run through to confirm that the education they received was at a national standard. All the eligible students went through this process and passed. They were then able to take the licensing exam.

Finally, the committee worked very hard all year long and was happy to host the PANB Annual Symposium and Awards Gala in Saint John in October. There was a great turnout, and everyone enjoyed all the amazing speakers that we were so grateful to have joined us. The Awards Gala was a huge success, and it was so wonderful to all be together to celebrate our fellow Paramedics. The planning has already started for the 2023 event, and we look forward to seeing even more members take the opportunity to continue their education with what will no doubt be another line up of wonderful speakers.

After another successful year, I look even more forward to the exciting plans and additions we have for 2023.

Respectfully Submitted

Tara Babineau, Chair



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