



**The Paramedic Association
of New Brunswick**

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

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

2023



OUR MISSION

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

Contents

Code of Ethics	1
Board of Directors (as of 31-12-23)	2
Message from the President	3
Message from the Executive Director	4
Message from the Public Representatives	6
Financial Statements	7
Committee Reports	12
Mandated Committees	12
Ad Hoc Committees	12
Administration and Finance Committee	13
Public Relations Committee	14
Conduct and Competency Committee	15
Honours and Awards Committee	16
2023 Recipients	17
Registration Process Committee	19
Paramedic Monument Committee	20
Contact Us	21

2023 ANNUAL REPORT

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



2023 ANNUAL REPORT

Board of Directors (as of 31-12-23)

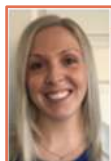
Executive



President
Phil Comeau
Saint-John, NB
Term: October 2023-2025

Past President
Vacant

Term: Sits until new president is elected



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



Treasurer
Courtney Fillmore
Rothesay, NB
Term: October 2023-2025



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 2023-2025



Chapter 3
Andrew Trecartin
New Maryland, NB
Term: October 2023-2025



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



Chapter 2
Courtney Fillmore
Rothesay, NB
Term: October 2023-2025



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



Chapter 4
Jordan Baker
Grand Falls, NB
Term: October 2023-2025



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



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



Public Appointee
Paddy Woodford
Riverview, NB
Term: June 2023-2025

2023 ANNUAL REPORT

Message from the President

Hello, and welcome to our Paramedic Association of New Brunswick's 2023 annual report. Thank you for showing an interest in our organization. Please enjoy the following report of our operations and committees for the year 2023.

On behalf of the Board of Directors, we say thanks to the staff at our association for keeping the day-to-day operations up and running smoothly.

In May, PANB representatives travelled to Ottawa to meet up with other Paramedic Association of Canada Board members for an annual Lobby Day on the Hill. Over 20 members from across Canada lobbied our Members of Parliament on important National issues. They were supportive and resulted in a couple of very productive days. Some of our topics included; community paramedics in rural, remote, and Indigenous communities across Canada, the federal government continue to provide funding to the Canadian Institute for Public Safety Research and Treatment (CIPSRT), support for Private Member's Bill C-321, an Act to amend the Criminal Code (assaults against health care professionals and first responders), and endorsement and assistance in bringing the Canadian Paramedic Memorial to life.

On June 14th we held our own provincial advocacy day. PANB members met with 39 of 49 legislative members and delivered a unified strategic message. Some of the topics were; Implementation of a recruitment process with stakeholders to facilitate the transition of Emergency Medical Technicians to the Primary Care Paramedic training program; funding of a training upgrade in exchange for a commitment to work in New Brunswick for a defined period of time; implementation of a collaboration with PANB to reduce barriers to international paramedic recruitment and expedite the recruitment process; supporting and designating land to the Paramedic Association of New Brunswick for the construction of a monument; increasing direct referral options available to paramedics (pharmacists/clinics/home visits) and expanding the PreALRT program to include referral of low acuity patients to community resources directly by telephone as well as; access to thrombolytics by New Brunswick Advanced Care Paramedics. Thanks to the staff, board members, and other Paramedics who participated. This was indeed a huge success.

We also have been working very hard on the Internationally Educated Health Professionals (IEHP) project. This would expedite internationally trained Paramedics to work in New Brunswick. We are preparing our process to integrate them more efficiently.

In October, I was elected President of Paramedic Association of New Brunswick once again. I am honoured to return to this role serving New Brunswick.

Thank you again for showing interest in our Regulatory Body.

Sincerely,

Phil Comeau, President

2023 ANNUAL REPORT

Message from the Executive Director

The staff and Board of Directors of the Paramedic Association of New Brunswick are pleased to present our annual report for the 2023 calendar year. During this year we have celebrated several accomplishments and have identified several challenges, that we will highlight as the regulatory body and association for the paramedic profession. We hope that through this annual report we will demonstrate how the Association has been actively accountable to fulfill the mandate expected by the public, the government, the employers, and by registered paramedics.

This report illustrates the extremely hard work performed by committed board members, staff, and volunteer committee members. Accountability and transparency must show tangible, real results. As the regulatory body, our action should create positive momentum, identify, and address any regulatory gaps, and inevitably result in positive change for the paramedic profession and for the public.

Our accomplishments this past year are many. I have highlighted a few of them below:

- Reformed registration policies to support efficient registration and licensure including for internationally educated and experienced paramedics (FQR).
- Develop and implement a standardized regulatory program which can efficiently assesses and deliver a fair and reasonable FQR licensure decision.
- Identify three (3) international jurisdictions of interest for future foreign recruitment and which may yield best ready and fit paramedics candidates.
- stakeholders in discussions regarding future collaborative opportunities to enhance the provincial paramedic workforce.
- Developed, and implemented a new registration management program which allows for a more seamless application, registration, complaints, and public registry experience for employers, educators, students, practitioners, and the public.
- Continue to support the work of the Canadian Standards Association in the development and ongoing maintenance of new and existing Standards related to the profession of paramedicine in Canada.
- Continued work in ensuring that the association is reducing barriers and streamlining processes to ensure that we are assisting in addressing Health Human Resource Challenges that the province and country are facing.

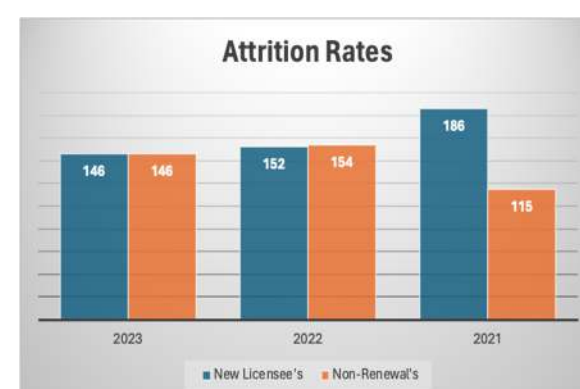
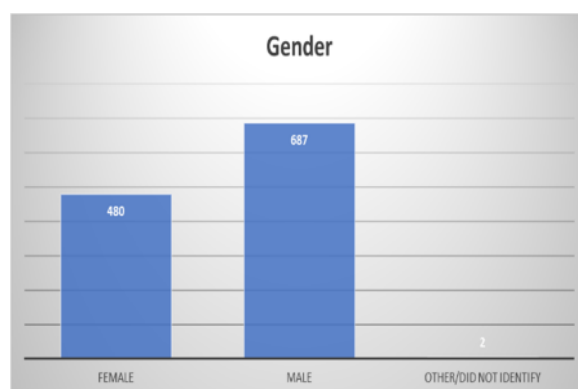
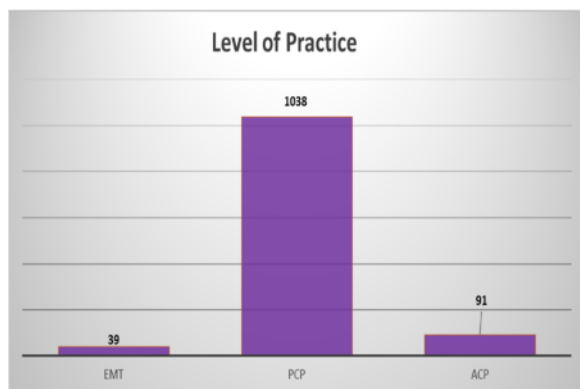
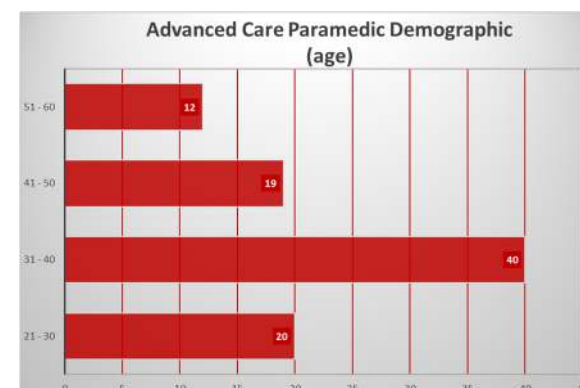
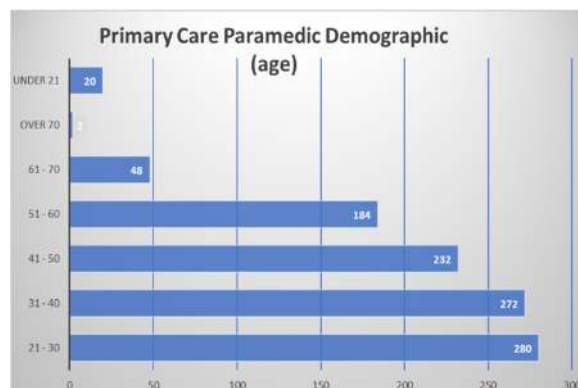
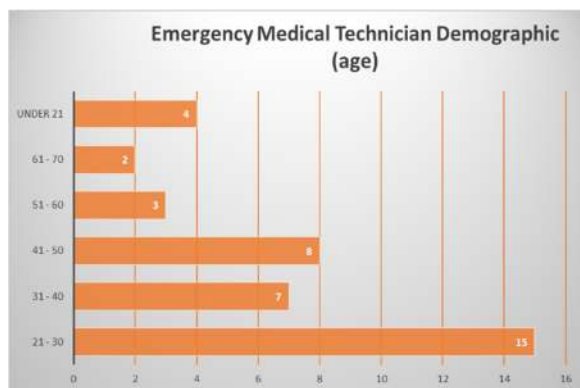
The majority of the work in 2023, and frankly within our near and medium-term strategic plan will focus on the challenges in ensuring that the patients we serve get the right care, at the right time, in the right location, by the right practitioner. We have a significant amount of consultation and work planned to ensure that we have access to the right mix of extremely competent practitioners as quickly, and safely as possible.

We are excited about the direction we, as a regulator taking towards this end. The amount of work is daunting; however, we have the abilities, with the hard work and dedication of our practitioners, partners, Board of Directors, and staff to accomplish.

With Kind Regards,,

Chris Hood, Executive Director/Registrar

2023 ANNUAL REPORT



2023 ANNUAL REPORT

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 2023, the Board continued to promote safe and effective paramedic practice for the benefit of the public. Specifically, the Board

- developed a new system for assessing the credentials of internationally educated health professionals to speed up the process for application and registration with PANB;
- developed a new student roster system to facilitate clearer standards for student preceptorship and earlier inclusion of entry-level applicants into PANB;
- introduced a new digital member registration system that simplified the process for submission of public complaints to ensure greater accountability for patient care;
- implemented the new Emergency Medical Technologist practice level for non-urgent patient transfer unit personnel to increase paramedic availability for 911 calls;
- monitored the implementation of the PANB practice advisory related to offload delays and process for transfer of patients to hospital personnel at emergency departments;
- monitored the "treat and release" practices by paramedics to help ensure efficient and appropriate patient care;
- approved the establishment of a public monument to commemorate the work of paramedics;
- initiated the development of a program approval system for paramedic education;
- advocated 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

Paddy Woodford, Public Representative

2023 ANNUAL REPORT

Financial Statements

William E. Marr
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

**REVIEW ENGAGEMENT REPORT
AND FINANCIAL STATEMENTS**

DECEMBER 31, 2022

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, 2022 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, 2022, 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.
August 30, 2023

Chartered Professional Accountant
Licensed Public Accountant



2023 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, 2022

	<u>ASSETS</u>	
	<u>2022</u>	<u>2021</u>
Current		
Cash	\$522,840	\$539,653
Accounts receivable	3,980	-
Prepaid expenses	<u>2,484</u>	<u>2,518</u>
	529,304	542,171
Capital assets (note 3)	<u>391,596</u>	<u>406,690</u>
	<u>\$920,900</u>	<u>\$948,861</u>
	<u>LIABILITIES</u>	
Current		
Accounts payable and accrued liabilities	\$ 25,959	\$ 32,607
Deferred revenue	<u>478,939</u>	<u>472,518</u>
	<u>504,898</u>	<u>505,125</u>
	<u>ACCUMULATED SURPLUS</u>	
Accumulated surplus	<u>416,002</u>	<u>443,736</u>
	<u>\$920,900</u>	<u>\$948,861</u>
APPROVED ON BEHALF OF THE BOARD:		
_____ Director		
_____ Director		
Unaudited		

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF OPERATIONS FOR THE YEAR ENDED DECEMBER 31, 2022

	<u>2022</u>	<u>2021</u>
INCOME		
Membership	\$519,196	\$508,636
Other	<u>187,806</u>	<u>175,763</u>
	<u>707,002</u>	<u>684,399</u>
EXPENDITURES		
Exam costs	19,369	4,577
Subcontract	30,364	-
Bank charges	13,554	7,042
Board and chapter expenses (schedule 1)	71,399	21,785
Staff expenses	27,004	19,714
Office expenses (schedule 1)	94,337	58,973
Amortization	15,094	18,000
Miscellaneous	-	2,410
Translation services	2,495	3,864
Legal	127,812	158,629
Accounting	5,600	5,400
Dues and fees	23,617	21,698
Directors insurance	2,860	2,860
Non-refundable HST	33,563	29,151
Wages and benefits	183,119	157,694
AGM and general meeting expense	26,491	4,836
Committee expenses (Schedule 1)	31,583	26,341
Interest on long term debt	-	2,442
Property taxes	20,075	18,859
Bursaries and scholarships	<u>6,400</u>	<u>4,000</u>
	<u>734,736</u>	<u>568,275</u>
Excess of income over expenditures - (Expenditures over income)	(27,734)	116,124
Accumulated surplus, beginning of year	<u>443,736</u>	<u>327,612</u>
Accumulated surplus, end of year	<u>\$416,002</u>	<u>\$443,736</u>

Unaudited



2023 ANNUAL REPORT

William E. Marr
Chartered Professional Accountant

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PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF CASH FLOWS FOR THE YEAR ENDING DECEMBER 31, 2022

	<u>2022</u>	<u>2021</u>
Net inflow (outflow) of cash related to the following activities		
Operating		
Excess on income over expenditures - (expenditures over income)	\$(27,734)	\$116,124
Item not affecting cash:		
Amortization	<u>15,094</u>	<u>18,000</u>
	(12,640)	134,124
Changes in non-cash operating working capital items:		
Prepaid expenses and accounts receivables	(3,946)	(1)
Accounts payable and accrued liabilities	(6,648)	11,937
Deferred revenue	<u>6,421</u>	<u>(14,331)</u>
	(16,813)	131,729
Financing		
Mortgage proceeds (payments)	—	<u>(79,645)</u>
Net cash inflow	(16,813)	52,084
Cash position, beginning of year	<u>539,653</u>	<u>487,569</u>
Cash position, end of year	<u>\$522,840</u>	<u>\$539,653</u>

Unaudited

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

STATEMENT OF EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2022

<u>SCHEDULE 1</u>	<u>2022</u>	<u>2021</u>
Board and chapter expenses		
Travel	\$33,794	\$ 7,448
Meals	10,076	3,143
Other	6,819	654
Wage replacement	<u>20,710</u>	<u>10,540</u>
	<u>\$71,399</u>	<u>\$21,785</u>
Office expenses		
Postage and publications	\$ 3,080	\$ 1,619
Rent and occupancy costs	22,244	28,991
Telecommunications	10,638	13,450
Insurance	3,937	2,141
Supplies	7,985	1,801
Equipment leases	4,858	4,606
Corporate support	2,700	1,000
Computer software and hardware	<u>38,895</u>	<u>5,365</u>
	<u>\$94,337</u>	<u>\$58,973</u>
Committees		
Conduct and competency	\$10,749	\$ 9,360
Education	3,968	13,563
Honours and awards	4,216	240
Public relations	<u>12,650</u>	<u>3,178</u>
	<u>\$31,583</u>	<u>\$26,341</u>

Unaudited

2023 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, 2022

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, 2022

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>2022</u>		<u>2021</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	137,092	309,652	322,554
Furniture and equipment	20%	59,339	54,950	4,389	5,487
Computers	30%	38,228	35,673	2,555	3,649
		<u>\$619,311</u>	<u>\$227,715</u>	<u>\$391,596</u>	<u>\$406,690</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

2023 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, 2022

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 \$25,959. 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, 2022

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. 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

2023 ANNUAL REPORT

Committee Reports

MANDATED COMMITTEES (as of 31-12-23)

Administration and Finance

- Treasurer (Chair) - Courtney Fillmore
- President - Phil Comeau
- Past President -
- Auditor - William Marr
- E.D./Registrar - Chris Hood

Public Relations

- Chair - Derek Cassista
- Phil Comeau
- Tara Babineau
- Andrew Trecartin
- Eric Grant
- Courtney Fillmore
- Chris Hood

Legislation

- Vice President (Chair) - Tara Babineau
- Margaret Dukes
- Gene Boles
- Phil Comeau

Complaints

- Nominated Association Members
- Public Representatives

Discipline

- Nominated Association Members
- Public Representatives

AD HOC COMMITTEES (as of 31-12-23)

Honours and Awards

- Chair - Gene Boles
- Board - Jordon Cripps
- Paramedics - Crystal Hart Drake
- Medavie Health - Robin O'Hara
- Private Employers - Chris Wall
- E.D./Registrar - Chris Hood

Registration Process

- Chair - Tara Babineau
- Phil Comeau
- Vicki Tozer-Butler
- Courtney Fillmore
- Jordon Baker
- Jordon Cripps
- Ricky Babineau
- Chris Hood

Paramedic Monument

- Dep. Reg. (Chair) - Derek Cassista
- Courtney Fillmore
- Eric Grant
- Chris Hood

2023 ANNUAL REPORT

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 2023 the Administration and Finance Committee met on two occasions to review and recommend for approval, the financial statements for 2022, and to endorse the budget for the 2024 financial year to the Board of Directors which approved it in the September 18th and 19th, 2023, meetings. 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.

Respectively submitted,

Courtney Fillmore, Chair

2023 ANNUAL REPORT

PUBLIC RELATIONS COMMITTEE

As we reflect on public relations activities for 2023, there are successes to be noted. Through the continued diversity of thought at the Board of Directors' table, advocacy is well-rounded and has proven to be efficient.

General advocacy on behalf of the profession focused on the need for continued reform of the New Brunswick healthcare system. Further, the expanded role of the paramedic within healthcare continues to resonate among policy makers and political leadership.



PANB was pleased to host paramedics from across the province for its annual Paramedic Advocacy Day at the Legislature on June 14th, 2023. In addition to PANB Executives, Board Members, and Staff, the organization welcomed paramedics from various regions to complement and diversify the advocacy team. 40 of the 49 sitting MLAs met with PANB teams and were presented focused advocacy topics: Expanded Pre-ALRT, Paramedic Thrombolytics, International Recruitment, and the Provincial Paramedic Monument.



Since the advocacy event in June, PANB celebrated the milestone of announcing an approved Paramedic Monument with the Lieutenant Governor at the 2023 Awards Gala, with a projected unveiling estimated in mid-2024. This success can be attributed directly to the dedicated work of PANB advocates, and the overall effectiveness of public/government relations of the organization.

The PANB Public Relations Committee would like to thank every paramedic who volunteered within New Brunswick during the year 2023. Paramedics appearing at community events contribute to the positive image of the profession and build a strong community presence, which enhances awareness of the good work done on a daily basis by paramedics across the province.

Respectfully Submitted,

Derek Cassista
Public Relations Chair



2023 ANNUAL REPORT

CONDUCT AND COMPETENCY COMMITTEE

This report summarizes the activities of the PANB Conduct and Competency (C&C) process for 2023. The C&C process deals with complaints arising from the practice and conduct of all paramedics registered within New Brunswick. Complaints are generally received from employers, members, the public, or the Registrar of PANB. The C&C committees are comprised of paramedics and members of the public.

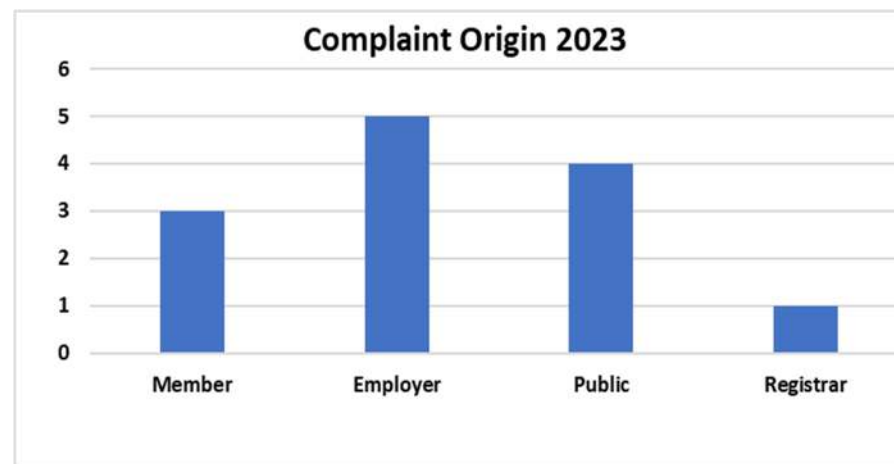
During the calendar year of 2023, PANB received 12 complaints involving 17 members. Additionally, one matter was referred back to the process from appeal, for a total of 13 new complaints. Complaints were received from all sources: 5 from employers, 3 from members, 4 from the public, 1 from the Registrar.

The Discipline Committee (DC) is responsible for sanctioning members once the Complaints Committee has determined the validity of the submitted complaint. The DC can revoke licenses, issue reprimands, issue fines/cost reimbursements for cases, issue cautions, or dismiss complaints. During the calendar year 2023 the DC revoked 1 license, reprimanded 1 member, issued 2 fines, issued 1 caution.

There are currently 11 complaints ongoing, due to matters of process or investigation. PANB would like to thank all paramedics and members of the public who volunteer to participate in the C&C process, which contributes to the overall health of the profession and maintains professionalism and transparency for the public.

Respectfully submitted,

Derek Cassista, Deputy Registrar



2023 ANNUAL REPORT

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 - Two Thousand Dollar Healthcare Education Bursaries, ten grants of One Hundred Dollars for Continuing Education 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 Governor General are awarded in recognition of service rendered to the country. The 2023 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 2023 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 members and their immediate family for full-time education in Paramedicine and if any monies remain, to members taking education in another healthcare field. The only 2023 recipient is member Joanne Arnold-Damen for education in Nursing.

Ongoing short course 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. Three grants were awarded in 2023.

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

Respectfully Submitted

Eugene Boles, Chair

2023 ANNUAL REPORT

2023 Recipients

EXEMPLARY SERVICE MEDAL & BARS



50 Years

Garth Miller



40 Years

Yves Goudreau

Julie Sullivan

30 Years

Derek Anderson

Brett Carr

Claude-Rene Dionne

Lana Hallihan

Keith Porter



20 Years

Eddie Cole

Serge Doucette

Denis Losier

Jacques Martin

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK LONG SERVICE MEDALS AND BARS

42 Years

Donald Holmes

Andrew Kerr

John Perry

32 Years

Marc Basque

George Cogswell

Henry Geldart

Mario Godan

Glenn Miller

Reginald Murray

Marcel Robichaud

Paul Robichaud

Robert Waugh

Kathy Weir

22 Years

David Burt

Mathew Cameron

David Candy

Justin Clark

Bruno Doiron

Tiffany Good

Jo-Anne Haughn

Audrey Henderson

Jacqueline Jaillet

Serge LeBlanc

Jacques Martin

Julie Martin

Bernard Paulin

Benoit Savoie

Gino Scichilone

Bernard Soucy

David Trafford

Peter Trueman

William Williams

2023 ANNUAL REPORT

12 Years

Kevin Adler	Aisha Bartlett	Jessica Black	Nancy Boudreau	Mistelle Boyne	Lisa Cole	Calaib Corbin
Kevin Darrah	Nancy Dunphy	Jennifer Evans	Sarah Gallant	Monica Gaudet	Scott Gavel	Leslie Gillet
Sheri Graham	Eric Grant	Steven Gray	Gary Halas Moulton	Benjamin Hoffman	Willard Jardine	Robert Kemp
Ryan Kirk	Penny Kollar	Nicholas Landry	Danny Levesque	Scott Lily	Tim Loker	Jennifer Lund
Iain McEachern	Natasha MacKinnon	Veronique Mattatall	Joshua McAuley	Samatha McLaughlin-Robichaud	Natalie McLean	Melissa McSorley
Ashley Merriam	Ola Merill	Megan Murphy	Curtis O'Blenis	Steven O'Kane	Jessica Parish	Kevin Poirier
Glen Rodd	Jennifer Sharkey	Shailer Shepherd	Karen Smith	Melaine Smythe	Andrew Trecartin	Chris Wall
Debbie Warman	Nick West	Stephanie White				



2023 ANNUAL REPORT

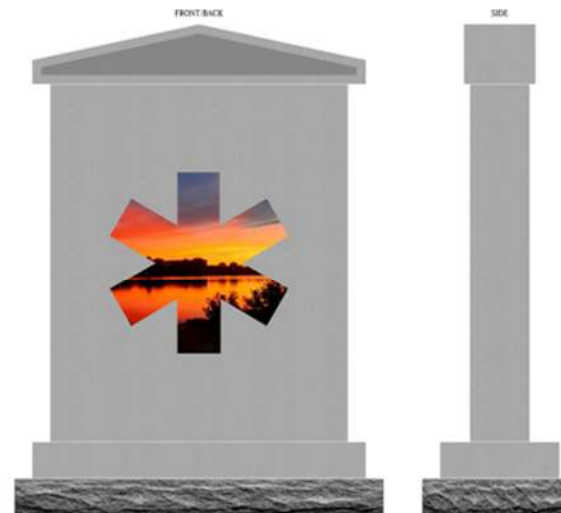
REGISTRATION PROCESS COMMITTEE

During 2023, the Registration Process Committee deferred its budget and meetings to a special project related to Foreign Qualification Recognition that was funded in part by the Department of Health, governed by a volunteer Executive Steering Committee, with input from a Technical Advisory Committee with broad stakeholder consultation. This work was completed under the overall direction of the Board of Directors and through a Management Consultant, Mr. Carl Damour. The project which began and finished in the 2023 year, was designed to review PANB's regulatory requirements, design updated and valid assessment criteria, hiring of a group of external equivalency assessors, and to test the proof of concept utilizing all the tools. We are pleased to announce that the concepts that have been developed and tested, have shown positive results. This has been able to shorten the timeframe from a complete application until a decision has been communicated by PANB, to a maximum of 20 business days.

Respectfully Submitted

2023 ANNUAL REPORT

PARAMEDIC MONUMENT COMMITTEE



In October PANB received approval from the Lieutenant Governor and provincial government to place a paramedic monument on the grounds of Government House. This approval follows significant advocacy efforts by the staff and board of the PANB to create a monument for NB paramedics.

The New Brunswick Paramedic Monument will honour the exceptional contributions of paramedics to their profession, while also memorializing those who gave their lives in the service of New Brunswick. The design process involved membership-wide surveying, consulting a professional design company, and a scan of first responder monuments across the world.

The PANB plans to unveil the monument in the summer of 2024 with a ceremony and reception hosted by the Lieutenant Governor.

Respectfully submitted,

Derek Cassista, Chair



2023 ANNUAL REPORT

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