



**The Paramedic Association  
of New Brunswick**

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

**PARAMEDIC ASSOCIATION of NEW BRUNSWICK**

**ANNUAL REPORT**

**2025**



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# 2025 ANNUAL REPORT

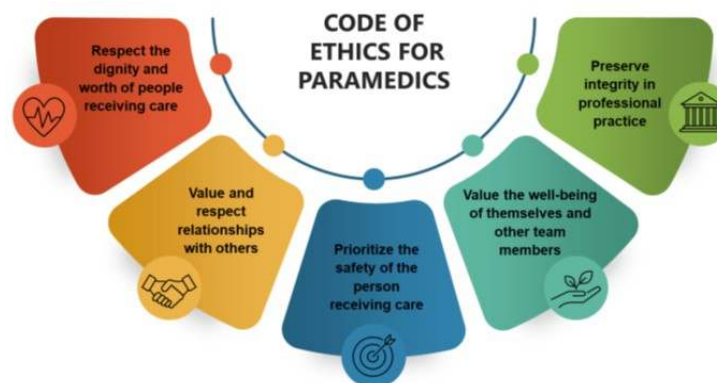
## OUR MISSION

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

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# 2025 ANNUAL REPORT

## CODE OF ETHICS



### Respect the dignity and worth of people receiving care

- Paramedics maintain an ethical position that prioritizes and respects the person.
- Paramedics promote the agency and autonomy of people.
- Respect the rights of people to make decisions based on voluntary informed consent where possible.
- Paramedics respect and advocate for the rights, values and beliefs of all people while providing services that are just and equitable.
- Paramedics demonstrate patience, compassion, and respect in all interactions.
- Paramedics advocate in the best interest of the person, acting in a manner that ensures compassionate, safe and dignified practice.

### Value and respect relationships with others

- Paramedics communicate respectfully with others when creating shared understanding, regardless of the medium of communication.
- Paramedics maintain appropriate relationships through collaboration with others, upholding professional boundaries, and respecting inherent power dynamics.

### Prioritize the safety of person receiving care

- Paramedics ensure physical and psychological safety for people by maintaining patient dignity, safety and privacy, acting within their designated scope, and reducing risk.
- Paramedics uphold the values and principles of reconciliation and acknowledge Indigenous world views in their practice.
- Paramedics ensure culturally proficient and safe practice, while identifying and addressing the ongoing effects of systemic racism, oppression, and discrimination.

### Value the well-being of themselves and other team members

- Paramedics advocate for the health and well-being of themselves and other team members.
- Paramedics continuously work on developing self-awareness and incorporate self-reflection to guide ethical practice and personal well-being.

### Preserve integrity in professional practice

- Paramedics exemplify personal accountability for professional behavior, demonstrating integrity, honesty, confidentiality, and respect.
- Paramedics maintain the confidentiality and privacy of information shared with them.
- Paramedics advocate for fair and equitable opportunities for all to succeed within the profession.
- Paramedics make sound choices when managing ethically challenging situations.
- Paramedics identify potential conflicts of interest and ensure that their personal beliefs do not influence their practice.
- Paramedics disclose confidential information with valid consent in accordance with applicable legislation or without consent when required by law or court order or allowed by legislation.
- Paramedics undertake continuous professional development to ensure competent professional practice.

# 2025 ANNUAL REPORT

## BOARD OF DIRECTORS (as of 31-12-25)

### Executive



#### President

Eric Grant  
St. Stephen, NB  
Term: October 2025-2027



#### Past President

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



#### Vice President

Jordon Baker  
Grand Falls, NB  
Term: October 2024-2026



#### Treasurer

Courtney Fillmore  
Rothesay, NB  
Term: October 2025-2027



#### Secretary

Gene Boles  
Quispamsis, NB  
Term: October 2024-2026



#### Chapter 1

Ricky Babineau  
Riverview, NB  
Term: October 2024-2026



#### Chapter 2

Eric Grant  
St. Stephen, NB  
Term: October 2024-2026



#### Chapter 3

Michael Killcollins  
Beachwood, NB  
Term: October 2025-2027



#### Chapter 4

Joey Hache  
Shippagan, NB  
Term: October 2024-2026



#### Chapter 1

Nicholas Roy  
Cocagne, NB  
Term: October 2025-2027



#### Chapter 2

Justin Clark  
Hampton, NB  
Term: October 2025-2027



#### Chapter 3

Andrew Trecartin  
New Maryland, NB  
Term: October 2025-2027



#### Chapter 4

Jordon Baker  
Grand Falls, NB  
Term: October 2025-2027



#### Public Appointee

Margaret Dukes  
Moncton, NB  
Term: December 2024-2026



#### Public Appointee

Jasmine Murchinson-Perley  
Burton, NB  
Term: June 2025-2027

# 2025 ANNUAL REPORT

## MESSAGE FROM THE PRESIDENT

Greetings Everyone,

It is an incredible honour to serve as the President of the Paramedic Association of New Brunswick. I want to thank each of you for your trust and support as we continue to drive our profession forward. I would also like to thank our outgoing president, Mr. Phil Comeau, for his many years of leadership and guidance as he moves to the Past-President position within our Executive Committee.

The Association has finished up what I believe is a monumental year for our Association and profession. Some of the highlights are:

- We have expanded our scope of practice.
- Paramedics are now working in emergency rooms and clinics in our province.
- Adopted the new National Competency Framework for Paramedics.
- Set an Provincial Educational Standard that strengthens the educational quality and training standards.
- In conjunction with our Annual General Meeting, the Association cohosted with Ambulance New Brunswick, what I consider to be one of the best symposiums I have ever attended.

We look forward many exciting and adventurous opportunities in our future. I am very excited for what's to come in the next few years, advancing the profession. I hope you find this report informative. Thank you for your interest in the Paramedic Profession.

Respectfully submitted,

Eric Grant, President

# 2025 ANNUAL REPORT

## MESSAGE FROM THE EXECUTIVE DIRECTOR

It continues to be my pleasure to report on the work of the Association, in regard to the regulatory practices and achievements for the 2025 year.

### About the Paramedic Association of New Brunswick (PANB)

The Paramedic Association of New Brunswick (PANB) is the statutory regulatory body responsible for the regulation of the paramedic profession in New Brunswick. PANB has fulfilled this mandate since 2008 and operates in the public interest.

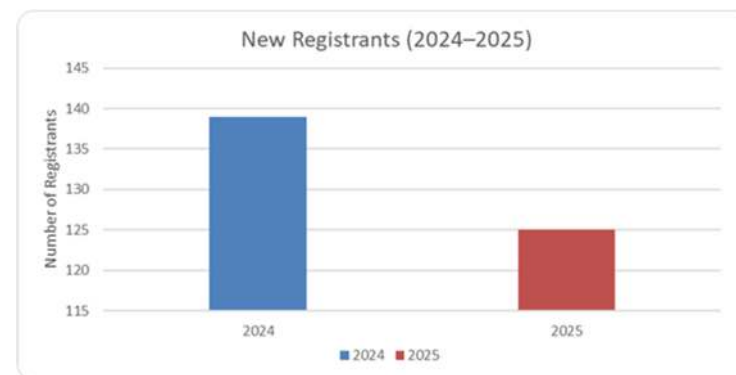
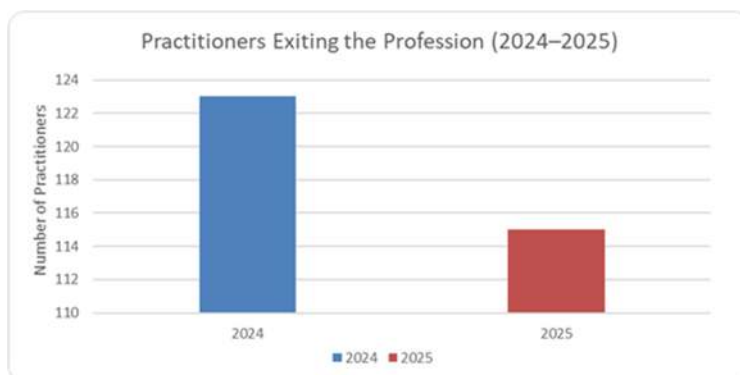
PANB's responsibilities include registration and licensing, establishment and enforcement of standards of practice, continuing competence oversight, approval of education programs, and the investigation and resolution of complaints and professional conduct matters.

### Workforce Overview

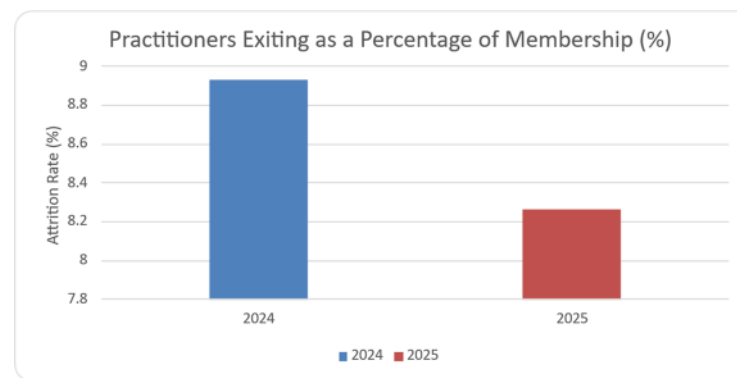
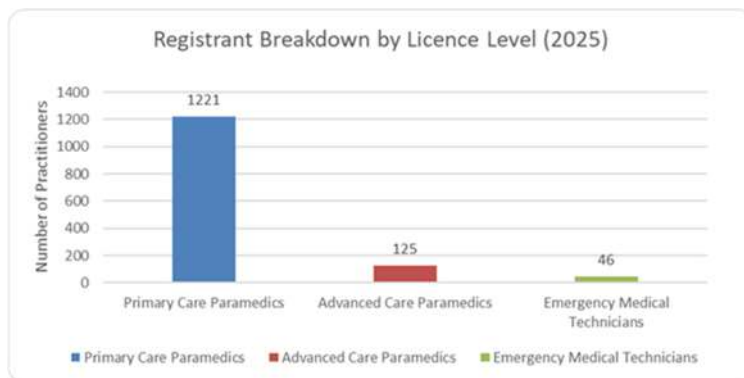
In 2025, PANB regulated 1,392 practitioners, an increase from 1,377 in 2024, representing approximately 1.1% annual growth. During the year, 125 new registrants entered the profession while 115 practitioners exited, resulting in a net increase of 10 registrants.

Practitioners exiting the profession account for 8.3% of membership, reflecting a modest improvement from 8.9% in 2024. The median age of the regulated workforce was 37.16 years, indicating a largely mid-career workforce.

### Workforce Trends and Demographics



# 2025 ANNUAL REPORT



## Key Regulatory Accomplishments in 2025

- Approved a new Competency Framework (NCFP) to guide paramedic education and support consistent, outcome-based training.
- Approved implementation of a student roster to enhance regulatory oversight of learners.
- Approved the New Brunswick Paramedic Program Approval Program and education standards.
- Streamlined licensure pathways for internationally educated health professionals in collaboration with employers and the Government of New Brunswick, processing 30 applicants.
- Continued engagement with international educational partners to explore alignment and potential mutual recognition opportunities.

## Looking Ahead

PANB will continue to monitor workforce trends, registration activity, and attrition patterns to support effective regulation and public protection. Ongoing priorities include maintaining strong education and competence frameworks, supporting fair and efficient licensure processes, and collaborating with system partners to respond to emerging workforce challenges.



Chris Hood  
Executive Director/Registrar

# 2025 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"), Complaints and Discipline Committees.

The role of public representatives on the Board is to reflect the patient perspective and ensure that decisions are in the public's best interests. 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 2025, the Board continued to promote safe and effective paramedic practice for the benefit of the public. Specifically, the Board

- approved the National Competency Framework for Paramedics as the PANB entry-level competency requirement;
- approved a new program approval system for paramedic education to ensure that applicants for registration meet the educational and regulatory requirements for practice;
- implemented a new student roster system to facilitate clearer standards for student preceptorship and earlier inclusion of entry-level applicants into PANB;
- reviewed trends in paramedic practice - both nationally and internationally - and approved changes in the NB paramedic scope of practice to expand the role of paramedics in both pre-hospital and primary care settings;
- assessed the credentials of internationally educated paramedics to determine their eligibility for registration with PANB;
- worked with stakeholders to address issues of offload delays at emergency departments;
- worked with government and other allied health professions to promote a more integrated approach to patient care;
- continued to cooperate with other paramedic organizations in Canada toward a pan-Canadian approach to paramedic practice; and
- continued to oversee the complaints and discipline process to ensure that breaches of established standards of paramedic practice are addressed in the interests of patient care.

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

Jasmine Murchinson-Perley, Public Representative

# 2025 ANNUAL REPORT

## FINANCIAL STATEMENT

William E. Marr  
Chartered Professional Accountant

PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

**REVIEW ENGAGEMENT REPORT  
AND FINANCIAL STATEMENTS**

DECEMBER 31, 2024

**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, 2024 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, 2024, 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 9, 2025

Chartered Professional Accountant  
Licensed Public Accountant

# 2025 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, 2024

	<u>ASSETS</u>	
	<u>2024</u>	<u>2023</u>
Current		
Cash	\$ 440,859	\$ 420,560
Accounts receivable	3,284	3,284
Prepaid expenses	<u>2,484</u>	<u>2,483</u>
	446,627	426,327
Capital assets (note 3)	<u>601,313</u>	<u>626,240</u>
	<u>\$1,047,940</u>	<u>\$1,052,567</u>
	<u>LIABILITIES</u>	
Current		
Accounts payable and accrued liabilities	\$ 12,666	\$ 21,745
Deferred revenue	487,887	487,021
Current portion of long term debt	<u>6,909</u>	<u>6,083</u>
	<u>507,462</u>	<u>514,849</u>
Long term debt		
Brunswick Credit Union (Note 7)	63,286	70,261
	<u>ACCUMULATED SURPLUS</u>	
Accumulated surplus	<u>477,191</u>	<u>467,457</u>
	<u>\$1,047,940</u>	<u>\$1,052,567</u>

APPROVED ON BEHALF OF THE BOARD:

 \_\_\_\_\_ Director  
 \_\_\_\_\_ Director

Unaudited

## PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

### STATEMENT OF OPERATIONS FOR THE YEAR ENDED DECEMBER 31, 2024

	<u>2024</u>	<u>2023</u>
INCOME		
Membership	\$580,652	\$547,368
Other	<u>233,475</u>	<u>304,350</u>
	814,127	851,718
EXPENDITURES		
Exam costs	31,365	20,732
Subcontract and consulting	43,944	65,358
Bank charges	4,744	11,649
Board and chapter expenses (schedule 1)	34,018	46,314
Staff expenses	14,935	16,927
Office expenses (schedule 1)	94,473	78,645
Amortization	24,927	24,381
Miscellaneous	15,211	1,297
Translation services	8,490	2,350
Legal	130,315	153,144
Accounting	6,175	7,852
Dues and fees	20,615	25,481
Directors insurance	2,860	2,860
Non-refundable HST	41,298	37,734
Wages and benefits	196,274	214,547
AGM and general meeting expense	36,867	25,297
Committee expenses (Schedule 1)	57,110	38,786
Interest on long term debt	4,797	3,501
Property taxes	26,352	22,408
Bursaries and scholarships	<u>9,623</u>	<u>1,000</u>
	<u>804,393</u>	<u>800,263</u>
Excess of income over expenditures - (Expenditures over income)	9,734	51,455
Accumulated surplus, beginning of year	<u>467,457</u>	<u>416,002</u>
Accumulated surplus, end of year	<u>\$477,191</u>	<u>\$467,457</u>

Unaudited

# 2025 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, 2024

	<u>2024</u>	<u>2023</u>
Net inflow (outflow) of cash related to the following activities		
Operating		
Excess on income over expenditures - (expenditures over income)	\$ 9,734	\$ 51,455
Item not affecting cash:		
Amortization	<u>24,927</u>	<u>24,381</u>
	34,661	75,836
Changes in non-cash operating working capital items:		
Prepaid expenses and accounts receivables	(1)	697
Accounts payable and accrued liabilities	(9,079)	(8,082)
Deferred revenue	<u>866</u>	<u>(4,214)</u>
	26,447	80,401
Purchase of building	-	(259,025)
Financing		
Mortgage proceeds (payments)	<u>(6,148)</u>	<u>76,344</u>
Net cash inflow	20,299	(102,280)
Cash position, beginning of year	<u>420,560</u>	<u>522,840</u>
Cash position, end of year	<u>\$440,859</u>	<u>\$420,560</u>

Unaudited

## PARAMEDIC ASSOCIATION OF NEW BRUNSWICK

### STATEMENT OF EXPENSES FOR THE YEAR ENDED DECEMBER 31, 2024

<u>SCHEDULE 1</u>	<u>2024</u>	<u>2023</u>
Board and chapter expenses		
Travel	\$13,933	\$17,153
Meals	4,060	4,862
Other	2,025	6,862
Wage replacement	<u>14,000</u>	<u>17,437</u>
	<u>\$34,018</u>	<u>\$46,314</u>
Office expenses		
Postage and publications	\$ 1,662	\$ 3,194
Occupancy costs	20,189	15,201
Telecommunications	5,761	7,164
Insurance	7,299	1,737
Supplies	6,177	8,198
Equipment leases	4,324	4,600
Corporate support	2,600	1,000
Computer software and hardware	<u>46,461</u>	<u>37,551</u>
	<u>\$94,473</u>	<u>\$78,645</u>
Committees		
Conduct and competency	\$ 7,601	\$ 5,025
Education	-	1,835
Honours and awards	2,588	2,295
Public relations	<u>46,921</u>	<u>29,631</u>
	<u>\$57,110</u>	<u>\$38,786</u>

Unaudited

# 2025 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, 2024

#### 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%
Buildings	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, 2024

#### 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

		2024		2023	
		Cost	Accumulated Amortization	Net	Net
Land		\$ 75,000	\$ -	\$ 75,000	\$ 75,000
Buildings	4%	705,500	182,148	523,352	545,941
Furniture and equipment	20%	59,339	56,530	2,809	3,511
Computers	30%	38,228	36,976	1,252	1,788
		<u>\$878,067</u>	<u>\$276,754</u>	<u>\$601,313</u>	<u>\$626,240</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

# 2025 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, 2024

#### 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 \$98,089. 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, 2024

#### 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.

#### 7. Long term debt

Brunswick Credit Union

Fixed rate demand loan in the amount of \$80,000 for the purchase of 300 Main St., Fredericton.

Secured by land and building.

Rate of 6.60% for 120 months, with biweekly payments of \$421.00.

First payment May 2023, matures May 2028.

Balance at December 31, 2024	\$70,195
Less current portion	<u>6,909</u>
	<u>\$63,286</u>

Unaudited

# 2025 ANNUAL REPORT

## COMMITTEE REPORTS

### Mandated Committees (as of 31-12-25)

#### Administration and Finance

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

#### Public Relations

- Chair - Courtney Fillmore
- Phil Comeau
- Andrew Trecartin
- Eric Grant
- Chris Hood

#### Legislation

- Vice President (Chair) - Jordon Baker
- Margaret Dukes
- Gene Boles
- Phil Comeau

#### Complaints

- Nominated Association Members
- Public Representatives

#### Discipline

- Nominated Association Members
- Public Representatives

### Ad Hoc Committees (as of 31-12-25)

#### Honours and Awards

- Chair - Gene Boles
- Board - Michael Killcollins
- Paramedics - David Trafford
- Medavie Health - Robin O'Hara
- Private Employers - Chris Wall
- E.D./Registrar - Chris Hood

#### Registration Process

- Chair - Phil Comeau
- Vicki Tozer-Butler
- Courtney Fillmore
- Jordon Baker
- Curtis McIntyre
- Chris Hood

# 2025 ANNUAL REPORT

## Administration and Finance Committee

(Reporting on the 2024 Financial Year)

Throughout 2024, the Paramedic Association of New Brunswick remained financially stable while continuing to meet its operational, regulatory, and advocacy responsibilities. The Board and Finance Committee remained focused on responsible financial management and ensuring the Association is positioned to meet both expected and unexpected obligations.

The 2024 financial statements reflect steady operations, with financial commitments met and appropriate reserves maintained. Expenses were closely monitored, particularly in essential areas such as governance, regulatory functions, advocacy, and legal obligations. Like many organizations, PANB continues to experience rising operating costs, including legal and professional services.

In response to financial pressures identified during the 2024 fiscal year, the Board approved a modest increase in annual membership dues from \$410 to \$430, effective in 2025. This decision followed a careful review of projected expenses and long-term sustainability and was identified as necessary to maintain financial stability while continuing to support members and meet regulatory responsibilities.

As part of ongoing financial planning, PANB continued to leverage its ownership of 300 Main Street as a long-term strategy to help offset operational costs and support financial sustainability.

The Board and Finance Committee remain committed to transparency and the effective use of membership funds, while maintaining appropriate reserves continuing to be a priority.

Overall, PANB remains in a strong financial position and is well positioned to continue supporting its members and advancing the profession.

Detailed financial statements for the 2024 fiscal year are provided separately and available for review.

Respectfully submitted,



Courtney Fillmore, Treasurer

# 2025 ANNUAL REPORT

## Public Relations Committee

In 2025, public relations efforts focused on government engagement, professional visibility, and advancing the role of paramedics within New Brunswick's healthcare system.

In May 2025, PANB participated in Advocacy Day, engaging with government representatives to advance priorities aimed at improving patient outcomes, strengthening system efficiency and better utilizing paramedics across the continuum of care. This work was supported through continued advocacy for the expansion of paramedics in non-traditional practice settings, and broader access to direct referral pathways. These discussions reinforced the recognition that paramedics are an essential and underutilized resource within the provincial healthcare system.

A major milestone was achieved in June 2025, when the motion supporting paramedic access to thrombolytics was approved and endorsed by government. This represents a significant success for PANB and, more importantly, for New Brunswick patients. PANB now looks forward to implementation and the positive impact this advancement will have on cardiac care across the province.

Public relations efforts also supported the continued growth of the Annual Paramedic Symposium held in October 2025. This year marked the first co-hosted symposium with Ambulance New Brunswick and resulted in approximately 40% growth in attendance. Educational sessions focused on paramedic resiliency, tactical incident response, paramedic integration in emergency departments, and innovative approaches to continuing education that improve accessibility and engagement.

An emerging area of focus in 2025 included international engagement, with PANB participating in discussions with partners in Kenya to explore opportunities related to workforce development, education, and sustainable paramedic system growth. These efforts position PANB as a leader in progressive paramedic development both nationally and internationally.

Overall, 2025 was a year of meaningful progress for PANB's public relations and advocacy efforts. The endorsement of thrombolytic access stands as a defining achievement, while continued engagement with government and professional partners reinforces PANB's role as a credible, forward-thinking voice in healthcare policy and paramedicine.

Respectfully submitted,



Courtney Fillmore

Public Relations Chair

# 2025 ANNUAL REPORT

## Conduct and Competency Committee

The Paramedic Association of New Brunswick (PANB) continues to uphold its mandate of protecting the public by ensuring that all registered paramedics practice safely, ethically, and competently. Between October 2024 and September 2025, PANB received eight new complaints involving fourteen paramedics. All complaints received during the reporting period related to allegations of professional misconduct, with no complaints involving criminal offences, incompetence, or dishonesty. Complaints originated from a range of sources including five from members of the public, two from employers, and one from a member of the profession, reflecting the diverse pathways through which regulatory concerns may be raised.

During the year, several cases progressed through the regulatory process. The Complaints Committee dismissed three complaints, each accompanied by cautionary guidance to support improved practice, and imposed one interim suspension where necessary to protect the public. Matters referred to the Discipline and Fitness to Practice Committees resulted in a range of outcomes, including three reprimands, three fines and cost orders, three conditions placed on registration, and one licence revocation or resignation. In total, \$10,500 in fines and costs were ordered. At the close of the reporting period, ten complaints remained ongoing, with two of those files currently on hold.

As regulatory processes become increasingly complex, legal and investigative costs associated with complaint files continue to grow. For the 2024-2025 reporting period, the average cost per case was \$5,345, with some individual files exceeding \$20,000 in legal and procedural expenses. While these costs reflect the seriousness with which PANB approaches fairness, due process, and public protection, they represent a trend that will require careful monitoring in the years ahead as the regulatory environment evolves.

This year also saw an important governance improvement to PANB's conduct and competency framework. On the recommendation of legal counsel, the PANB Board approved a structural enhancement to the two committees responsible for complaint adjudication: the Complaints Committee and the Discipline and Fitness to Practice Committees. Each committee will now include designated Chairs and Co-Chairs serving two-year terms, a change intended to strengthen leadership continuity, improve procedural consistency, and align PANB's regulatory processes with emerging best practices across Canadian health profession regulators. These changes will support a modern, transparent, and accountable complaints process while ensuring the continued protection of the public and the integrity of the paramedic profession in New Brunswick.

Respectfully submitted,

Derek Cassista, Deputy Registrar

# 2025 ANNUAL REPORT

## Legislation and Policy Committee

2025 saw several legislative and policy changes to the Paramedic Association of New Brunswick's governing and operational regulations. We had By-Law revisions, Educational Program Approval Process changes, adopted a new Educational Program Framework and a new Code of Ethics for Paramedics.

The By-Law revisions were required to permit PANB to establish a new Educational Program Approval Process for New Brunswick Paramedic Educational Institutions, implement a Student Roster, and update the bylaws to currently accepted language i.e. he/she to they/them.

The new Educational Program Approval Process sees the Association establish standards for Educational Program providers that ensures that they are meeting the standards established for Paramedic Education as set by the Association. New Brunswick is one of the highest level of providers of pre-hospital care and the previous accreditation process did not ensure that New Brunswick standards were being achieved.

The National Competency Framework for Paramedics (NCFP) was adopted as the Educational Standard for New Brunswick Paramedics and was developed by the National Paramedic Community and the Canadian Standards Association. It recognizes the many changes that have and are occurring in the roles Paramedics play in service to the public. Some of the foundational knowledge areas such as TRC Calls to Action, Trauma Informed Care, Social Determinates of Health as examples, are given the level of detail necessary to ensure, as the profession moves forward, and require paramedics to provide care in multiple different contexts of practice to be successful.

The new Code of Ethics prepared by Dr. Alan Batt builds on the previous Code of Ethics, making the Code applicable beyond direct patient care so it consistently guides conduct in administration, education, research, and leadership settings. The new code modernizes our ethical framework, harmonizes it with the NCFP, and gives clear guidance for registrants and committees.

Respectfully submitted,

Legislation and Policy Committee

# 2025 ANNUAL REPORT

## Honours and Awards Committee

The Paramedic Association of New Brunswick's (PANB) 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 Healthcare Education Bursaries, ten grants for Continuing Education and three grants to assist attendance at 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. In 2025, eight (8) members were recognized for their Exemplary Service, two (2) for twenty (20) years and six (6) for thirty years and 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. In 2025, five (5) members received their forty-two (42) year bar, twelve (12) their thirty-two (32) year bar, eighteen (18) their twenty-two (22) year bar, and thirty-two (32) their twelve (12) year PANB Long Service Medal. The 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. In 2025, the award was presented to Honourable Brenda Murphy in recognition of her commitment and support to the Association, particularly in the identification and securing the location for the New Brunswick Paramedic Monument.

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 Emergency Medical Services Education Bursary is offered annually to members and their immediate family for full-time education in Paramedicine in the amount of \$2,000 and if any monies remain, to members taking education in another healthcare field the amount of \$1,000. The only 2025 recipient is member Luke Shaw for Advanced Care Paramedic training.

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. Two \$100 grant applications were received and approved in 2025.

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



Eugene Boles, Chair

# 2025 ANNUAL REPORT

## 2025 Recipients



30 Years

### Exemplary Service Medal and Bars



20 Years

9302 Jacques Charest	4591 Mark Hicks	4142 Serge LeBlanc
3907 Sylvain Lessard	2601 Paul Lirette	2836 Davey MacFawn

5009 Ryan Dickinson	6019 Michael Kilcollins
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### Paramedic Association of New Brunswick Long Service Medal and Bars

42 Years

3270 Edgar-Raymond Goulette	3502 Reginald Murray
3514 Julie Sullivan	3641 Philip G. Smith
4818 Earl Holmes	

32 Years

2606 Derek Anderson	2975 Brett Carr	5285 Phil Comeau
2936 Denis Doiron	4214 Lana Hallihan	2541 Bethany A. Hunt
1621 Edward Johnson	4142 Serge J. LeBlanc	2601 Paul Lirette
4094 Gerard McKen	4303 Conrad Pellerin	2337 Sandra Sawtelle

22 Years

5956 Tracy Bernatchez	9467 Renee-Danielle Boulay	5020 Marcel Comeau	5921 Matthew Crossman	5340 Stefane Donaldson
5953 Sheri Hersey	4930 Jeremy Langis	4931 Tanya Lapointe	6027 Cameron MacIntosh	5982 Mark MacNair
5763 Armand Martin	5931 Wyatt Morrell	5984 Steven Nicholson	5930 Lisa O'Neill	9635 Jake Richardson
3617 Wesley Schriver	5937 Emily Snell	5968 Kirk Steeves		

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12 Years

6774 Martin Arseneault	6745 Mario Bertin St-Pierre	6629 Jared Bishop	6785 Joel Chevarie	6700 Melissa Clarke
6319 Joseph Cormier	6757 Ryan Crowell	6795 Carissa Densmore	6759 Zachary Dixon	6747 Jonathan Dube
6786 Joshua Fillmore	6750 Cynthia Fournier	6760 Preston Fram	6762 Stephanie Gervais-Beaupre	6796 Tyler Guitard
6777 Valerie Hall	6234 Jennifer Jennex	6766 Jeffrey-Allan Kinnear	6802 Gilbert Lagace	6748 Martine Laplante
6776 Steve MacDonald	6737 Jean-Sebastien Marquis	6751 Carl Martin	6792 Daniel Matthews	6773 Adrian McIntyre
6780 Seth Morton	6451 Dennis Ouellette	6799 Christopher Phillips	6739 Vanessa Poirier	6769 Ryan Scoville
6781 Matthew Sutherland	6749 Justin Vienneau			

## Contribution to Paramedicine Award

Honourable Brenda Murphy





The Paramedic Association  
of New Brunswick  
L'Association des paramédics  
du Nouveau-Brunswick

<p><b>Contribution to Paramedicine</b></p> <p><i>In recognition of activities to promote awareness of and further the development of the Paramedic Profession</i></p>	<p><b>Contribution aux Soins Préhospitaliers</b></p> <p><i>En reconnaissance des activités visant à promouvoir la sensibilisation et le développement de la Profession de Paramédic</i></p>
<p>Presented to / présenté à The Honourable / l'honorable Brenda Murphy 2025</p>	

# 2025 ANNUAL REPORT

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