



College of Paramedics
of Manitoba

Protecting public interest through
regulatory excellence in paramedicine



ANNUAL REPORT

APRIL 1, 2021 - MARCH 31, 2022



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The College of Paramedics of Manitoba is located in the Clarion Hotel at 1445 Portage Avenue.

ABOUT THE COLLEGE OF PARAMEDICS OF MANITOBA

The College of Paramedics of Manitoba is the regulatory body established by the Government of Manitoba on June 1, 2018. The College became operational on December 1, 2020.

The purpose of the College is to serve and protect the public interest by fulfilling the legislated mandate and the authority granted to the organization, as part of the Regulated Health Professions Act.

The College of Paramedics of Manitoba protects public interest by:

- setting the requirements for registration/practice/renewal;
- setting the Standards of Practice and Code of Ethics for Paramedics;
- setting the standards by which paramedics must demonstrate clinical competency;
- administering professional conduct concerns through the receipt of complaints, investigating complaints and rendering appropriate decisions to protect the public, including those of discipline; and
- setting the standards for education and training of paramedics in the Province of Manitoba.

The College works cooperatively with other Manitoba health care regulators, paramedic employers, unions, and professional associations. Pan Canadian standards for regulation of paramedics are established through the College's participation as a member of the Canadian Organization of Paramedic Regulators (COPR).

VISION | MISSION | VALUES

Vision

Demonstrate our values and mission to the public through exemplary and innovative regulatory practice.

Mission

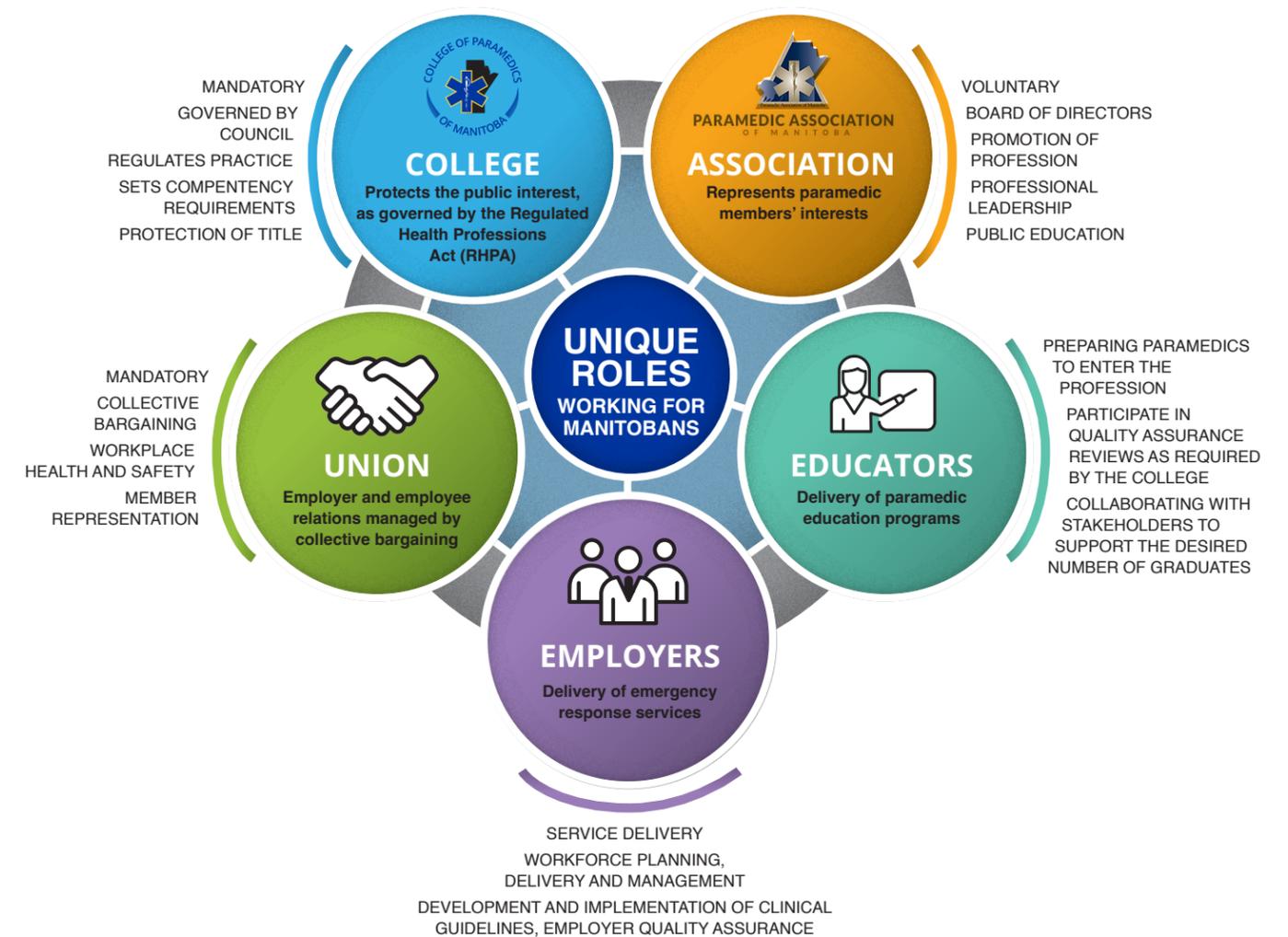
To protect the public interest by regulating the practice of paramedicine in Manitoba in accordance with the Regulated Health Professions Act and the College of Paramedics of Manitoba General Regulation.

Values

Leadership (excellence, innovation and embracing improvement), collaboration, accountability and transparency, and integrity (honesty, respect, diversity).

The College assesses its performance against the Standards for Good Regulation, developed by the Professional Standards Authority in the U.K.

PARAMEDICINE IN MANITOBA



The Manitoba paramedicine environment is comprised of several groups with unique roles working in an integrated model towards delivering quality paramedic services to Manitobans.

The College's purpose is to serve and protect the public interest by fulfilling the legislated mandate and the authority granted to the organization, as part of the Regulated Health Professions Act (RHPA).

We do that by working cooperatively with our fellow Manitoba health care regulators, paramedic employers, unions, and professional associations.

REPORT FROM THE COUNCIL CHAIR



Another year has gone by with experiences ranging from a winter of storms that left some digging paths to find your doors, to a spring resulting in flood devastation across parts of our province. Let's hope we can all enjoy a well-earned, warm, sunny summer. And let us not forget we've gone through another year of a global pandemic that has continued to put stress on every aspect of our lives and health care system.

The pandemic has brought on physical and mental fatigue, staff shortages, and challenges every day in the workplace and at home. Now more than ever, the paramedic profession has become an exceptionally valuable aspect and resource to the entire health care system, and it continues to evolve and progress.

As of March 2022, the College completed its first full year as the body responsible for regulatory oversight of paramedicine in Manitoba. College activities included the first full renewal of registrants, while keeping the vision and mission of public protection, safety, and education as the foremost goal.

The College Council plays an important role in accomplishing the College's mission and goals through oversight via committees such as Governance and Finance Audit and Risk. Each committee plays an integral role in the development of policies that formulate the foundation of the College.

This past year, Council has focused on the following strategic priorities:

Improving the regulatory literacy of registrants

This included interactions with registrants through various social media channels, interactive virtual sessions such as the "Ask us Anything"

webinars, continued provision of information relevant to professional practice and regulatory standards through newsletters and the College website, and the use of environmental and media scans to remain current and up to date on regulatory practices.

Ensuring transparency of financial management

A financial dashboard was developed that will be published after the second quarter of the current fiscal year.

Focusing on the professional development and onboarding of Council and committee members

An orientation handbook was developed to assist new Council and committee members to better understand their roles and responsibilities; exit interviews for outgoing Council members were conducted, and a professional development plan for Council members was implemented.

Thank you to the hard-working staff at the College. It is the staff's commitment and dedication that keeps the College running efficiently on a daily basis. We sometimes forget about the amount of work that goes on behind the scenes—especially the small things that are incredibly important to keep things functioning.

I would like to express my gratitude to those who serve on the Council and the various committees—your dedication to moving the profession forward is greatly appreciated.

Earlier I mentioned how valuable paramedics are in ensuring that the health care system continues to function well. Council believes that a self-regulated profession provides value to the citizens of Manitoba and supports safe quality patient care being delivered by paramedics. As a Council we are committed to provide the right amount of oversight to ensure the College of Paramedics of Manitoba operates to a high standard.

We believe we have fulfilled our strategic priorities in this past year. At the March 2022 Council meeting, the following strategic priorities were identified for the 2022-23 year:

Complete an enterprise risk management assessment and process

Develop regulatory and governance outcome measurement indicators

Develop a stakeholder relation and communication strategy plan

We look forward to providing updates on our progress on these key initiatives over the coming year.

LEAH BRAUN

Council Chair

REPORT FROM GOVERNANCE COMMITTEE



My name is Greg Graceffo and I was appointed in 2021 as a public member of the Council. I currently serve on Council as Chair Elect and as Chair of the Governance Committee. It is in that capacity that I am pleased to report the following.

Since my election as Chair Elect, the Governance Committee has focused the majority of its attention on the drafting of amended bylaws for the operation of the College. That process has included discussion with registrants at four open forums, consultations with other colleges, as well as other opportunities for registrants to provide feedback to the Governance Committee while the bylaws were being developed. All the feedback that has been received was closely considered and debated by the Governance Committee. The resulting final version of the bylaws will be presented to

registrants for ratification by a vote of all eligible members of the College. Getting to this point also involved a tremendous amount of internal policy work, drafting of documents, and sometimes difficult discussions, which became the basis for the redrafting of materials as the bylaws evolved into their current form.

In addition to the work being done with the bylaws, the Governance Committee has been active in reviewing, revising, and rewriting existing College policies in accordance with established review cycles. The Committee has also been developing new policies to support the amended bylaws being proposed to registrants.

Examples of reviewed policies include the Role of Council policy which ensures that the whole of Council and each individual Council member, has a shared understanding of Council's governance role and responsibilities. The Committee also reviewed its Conflict of Interest policy and revised it to provide greater clarity to the definition of conflict of interest, to formalize the process for

annual declarations of conflict of interest, as well as the process for managing real and perceived conflicts of interest. The policy also requires that when the College is aware of conflicts of interest to put appropriate measures in place to manage the conflict, while allowing the Council member to serve on Council in all other respects. The Investment Reserve Fund policy was also reviewed. This policy ensures the prudent management and stewardship of the financial resources of the College. All of these policies are foundational to the operation of the College and are important for registrants and the public.

In terms of policy work, I would like to offer a couple of examples of policy work completed by the Governance Committee. The revision of the bylaws required considerable work that led to the development of two policies crucial to support the competency-based elections model. The first is the development of a competency-based elections policy which outlines the College's approach

to election of paramedic council members. The second is the development of the Public Advisory Committee Policy. This Committee, amongst other things, is responsible for managing the selection process for paramedic representatives to Council and oversight of the election process. I would note that this policy work was essential to the implementation of the amended bylaws.

In order to meet the workload demands placed on the Committee, we opted to expand our meetings from monthly to twice a month. Each of these meetings required the review of multiple documents in advance of the meeting, and discussion that often took us past the planned endings for meetings. Governance Committee members have given their time and expertise selflessly to the work of the Committee and I would like to take this opportunity to publicly thank my colleagues. They are Leah Braun, Jean Cox, Nick Kasper, Karen Martin, and Tom Wallace.

I would also like to acknowledge the work of Trish Bergal and the staff of the College for the support they have provided to the committee over the past year. We are grateful to have had the benefit of their knowledge, insight, and commitment to ensuring the College meets and exceeds the high bar of expectation set for a public regulator working in public interest.

GREG GRACEFFO

Council Chair Elect,
Governance Committee



REPORT FROM FINANCE, AUDIT AND RISK COMMITTEE



The College continues to maintain a Finance, Audit and Risk Committee (FAR), as required in the College Bylaws.

As defined in the College's Terms of Reference, FAR continued to fulfill its fiduciary responsibilities of financial reporting, setting of internal controls, and appointing an external auditor.

Some key activities that FAR engaged in during the 2021-22 fiscal year are as follows:

FINANCIAL DASHBOARD

In fulfilling one of the College's 2021-22 strategic priorities of financial transparency, FAR worked with the executive director to develop a financial dashboard. The dashboard is included in the College

newsletter, and available on the College website. The financial dashboard provides an overview of revenue sources, expenditures, and a visual depiction of actual budgeted expenses.

BUDGET 2022-23

Working with the executive director, FAR assessed the projected number of registrants in the coming fiscal year, to aid in setting registration fees. The committee reviewed a proposed budget, ensuring that adequate funds were allocated to cover operating expenses and contribute to the reserve fund, while keeping registration fees as low as possible.

The committee is pleased to report that no fee increase is necessary for the 2022-23 registration year, and that the College is ending fiscal year 2021-22 with a positive variance.

AUDIT 2022

The College is in the second year of a three-year contract for audit services provided by Fort

Group. FAR received the annual audit planning letter in March, met with the lead auditors, and was briefed on the proposed audit plan for this fiscal year end. As mandated in the RHPA, audit results will be presented at the annual general meeting.

I would like to thank the executive director, and all members of FAR for their work over the past year. On behalf of FAR, we look forward to the next fiscal year, working with the executive director, and ensuring that the College remains in a favourable financial position.

RYAN YOUNGSON

Treasurer,
Finance, Audit and
Risk Committee

COUNCIL MEMBERS

PARAMEDIC MEMBERS



Leah Braun
Chair



Madeleine Guay



Nick Kasper



Sean Klemick



Karen Martin



Tom Wallace



Ryan Youngson
Treasurer

PUBLIC MEMBERS



Jean Cox



Greg Graceffo
Chair Elect



Matt Maruca

REPORT FROM THE EXECUTIVE DIRECTOR / REGISTRAR



The 2021-22 practice year continued to bring tremendous challenges to paramedics in Manitoba due to the Covid-19 pandemic. As a result, paramedics have embraced many new and innovative ways to deliver care to Manitobans and the public's awareness of paramedics' vital role has never been greater.

Our role as a new regulatory college has led to the development of a comprehensive work plan which lays the foundation to regulate paramedics in Manitoba to the highest standards. We have endeavored to use "right touch regulation" in all of our work this year—a process for understanding the problem before jumping to a solution so that the level of

regulation is proportionate to the level of risk to the public.

Here are some highlights of how we've done this during the year.

Practice **pro-active regulation** by: meeting regularly with employers and educators to provide information on *The Regulated Health Professions Act (RHPA)*, and the College of Paramedics general regulations; by participating in meetings with Emergency Response Service (ERS) clinical managers and medical directors so that there is congruence between clinical protocols and the RHPA and regulations; by modernizing paramedic education program criteria; by identifying systemic issues that are elements of professional conduct matters so that there can be shared learning.

Practice **proportionate decision making** by: allowing individuals who did not obtain the required registry checks by the renewal deadline, to practice with a provisional

certificate of practice until the information can be obtained and submitted; by supporting paramedics who had technical issues in completing their late registration renewal; by supporting registrants in understanding their obligations to participate in the program of continuing competency and assigning an additional two learning goals for those who were non-compliant; by providing refunds to registrants who completed a request for change form and paid an administrative fee, when the change they were seeking was to be handled through a different process.

Practice **principled and consistent decision making** by: developing administrative or governance policies or practice directions for registration, education approval, and the program of continuing competency; by becoming a Provincial Program Service Client with Accreditation Canada; by creating a professional conduct handbook and process maps.

Practice **risk focused and outcomes focused regulation** by: using environmental scans and media scans to stay current in regulation; developing conceptual plans for the development of performance indicators for future implementation.

College staff and Council members have completed a self-assessment according to the Standards of Good Regulation developed by the Professional Standards Authority of the United Kingdom. The self-assessment can be found at <https://collegeparamb.ca/college-performance/>

The work of the College has only begun. We're pleased that the foundational requirements to run the business have now been implemented.

The College website continues to be populated with important information that illustrates the transparency that the College values.

One of the greatest challenges ahead lies in our ability to keep pace with the rapidly changing profession including new and expanding roles for paramedics. We are up for the challenge in the 2022-23 practice year!

TRISH BERGAL

Executive Director and Registrar

COLLEGE STAFF



Trish Bergal
Executive Director /
Registrar

Trish joined the College of Paramedics of Manitoba (CPMB) on August 27, 2018. Trish is a registered nurse who has worked in the health care sector in Manitoba for 40 years. Trish holds a Master of Nursing from the University of Manitoba, a Fellowship from the EXTRA program of the Canadian Health Services Research Foundation, and a Certified Health Care Executive designation from the Canadian College of Health Leaders.

Trish is responsible for overseeing all operational aspects of the College. This includes acting as the primary staff liaison for the College Council and committees and as the staff liaison for the Complaints Investigation Committee.



Christine Ewacha
Coordinator of
Regulatory Practices

Chris joined the College of Paramedics of Manitoba in March 2019. Chris began her EMS career in 1998 and held roles as an educator, “charge medic”, and Operations Supervisor before joining the organization.

Chris is responsible for handling all matters related to registration and registration renewal as well as conducting investigations for the College and providing support to the Complaints Investigation Committee. Chris also supports the Executive Director with business administration of College matters. Chris is the College representative on the Harmonization of Regulatory Practice committee, a national committee of the Canadian Organization of Paramedic Regulators (COPR) and will assume the role of chair of this committee in June 2022.



Leith Saunders
Coordinator of Quality
and Standards

Leith Saunders joined the College of Paramedics of Manitoba in June, 2020. Leith’s work experience includes 32 years in emergency medical services environments in rural Manitoba and teaching in the Red River College Primary Care Paramedic Program. Leith also has a Master of Divinity and is an Ordained Minister in the United Church of Canada.

Leith is responsible for leading all activity related to the Program of Continuing Competency (PCC) and is the primary staff liaison for the PCC Committee. Leith oversees the education program approval process for Manitoba paramedic programs and participates in committee work related to national examinations and accreditation. Leith serves as an investigator for the College and also provides paramedics with practice consultations.



Sharon Connors
Executive Assistant

Sharon’s work experience includes administrative roles at several large organizations. Before joining the College in March 2021, Sharon spent the prior three years as Executive Assistant to the Chief Nursing Officer/Chief Health Operations Officer at the Winnipeg Regional Health Authority.

Sharon provides executive support to the Executive Director / Registrar and administrative support to the Council and all council committees. Sharon also provides administrative support to the Paramedic Education Provider committee and the Program of Continuing Competency committee.



Caralee Barrault
Program Assistant

Caralee joined the College of Paramedics of Manitoba in November 2021, as the Program Assistant for Registration and Professional Conduct. Caralee has held roles in hospital, community care, and in the Winnipeg health region supporting accreditation and patient safety.

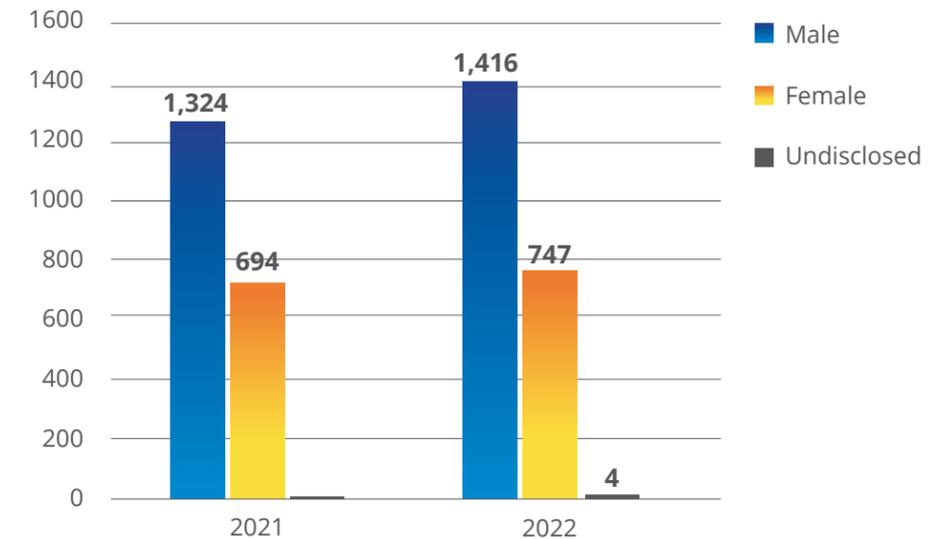
Caralee provides administrative support to the registration and professional conduct programs.

REGISTRATION ACTIVITY REPORT

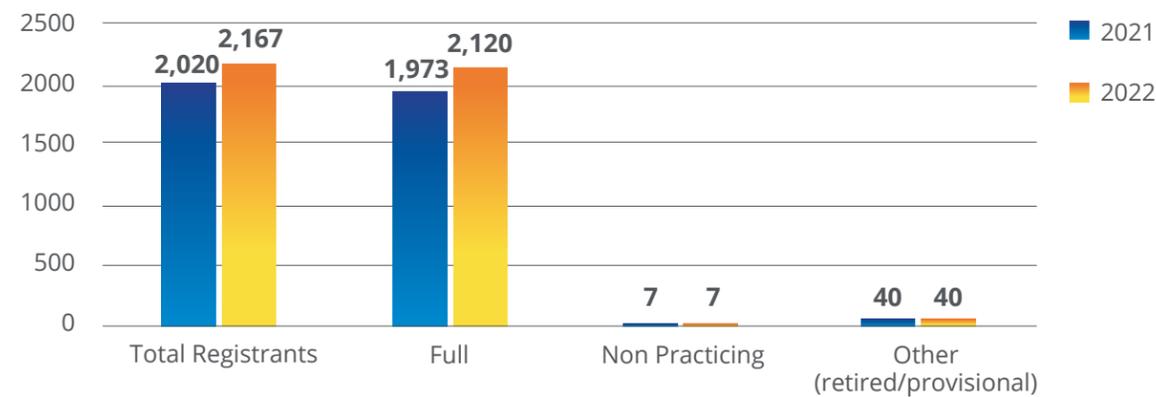
The 2021-22 practice year was dedicated to fine-tuning all processes and policies related to registration. Over the course of the year, the Coordinator of Regulatory Practices has:

- Modified information for new registrations so that instructions and requirements are more clearly understood
- Provided education sessions for employers related to employer reporting obligations and requirements for converting to the non-practicing membership class
- Developed the process for the requirement of 20% of registrants to be selected for background checks every five years
- Provided individual consultation for paramedics who are interested in changing their registration status or wish to return to the profession
- Participated in the Harmonization of Regulatory Practices working group via the College membership with the Canadian Organization of Paramedic Regulators
- Worked with the vendor for the regulatory software so that modifications can be made that result in software that is easier to use

Gender Comparison of April 1, 2021 and April 1, 2022



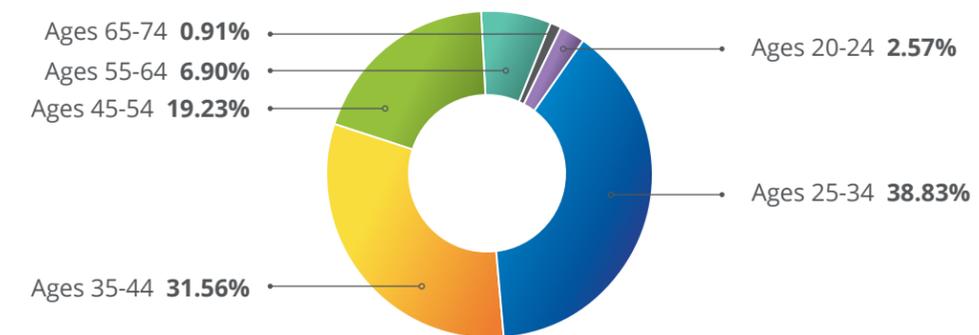
Registrant Comparison of April 1, 2021 and April 1, 2022



Note: Numbers reported in the prior annual report have been corrected due to a data cleansing.

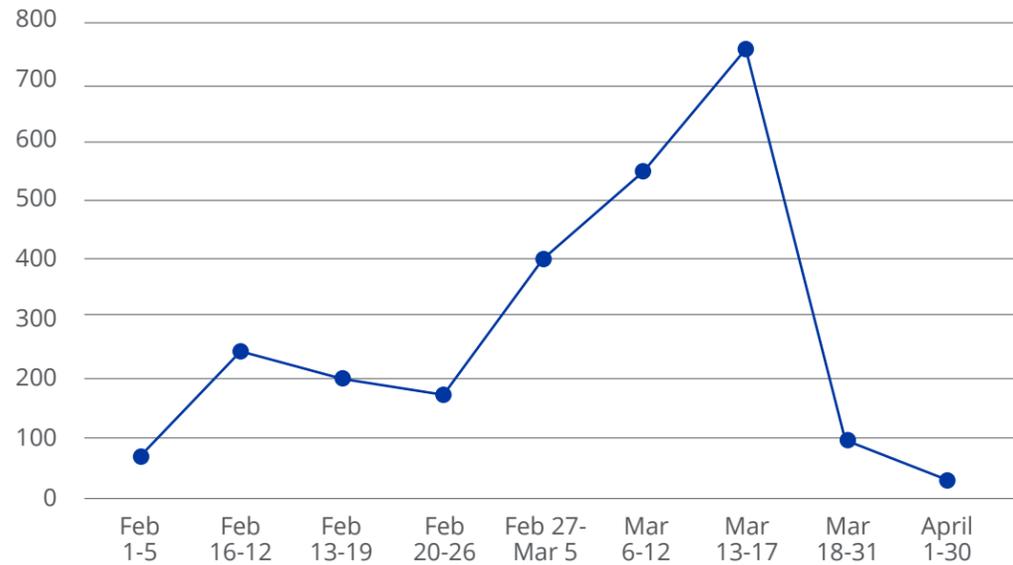
This comparison is between April 1, 2021 and April 1, 2022. Although the number of registrants has remained fairly static between the two dates, there was much activity relating to new registrants coming on board and many previous registrants not renewing their certificates of practice. A trend that seems to be on the decline is the number of registrants who hold a certificate of practice, but do not actually work as a paramedic in the Province of Manitoba. This was expected as the cost of regulation and responsibilities to maintain registration with CPMB have changed significantly from the previous regulator.

Active Registrants by Age



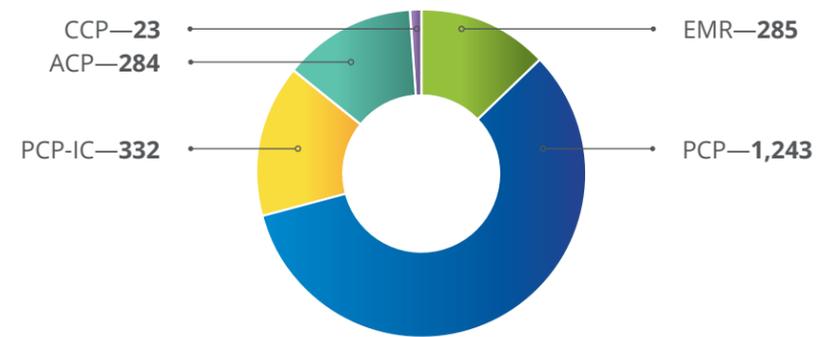
REGISTRATION ACTIVITY REPORT (CONTINUED)

2022 Renewal Period—Activity Analysis



The 2022 renewal process was the first “actual” renewal process for CPMB, since its inception. In 2021, CPMB simply issued invoices for the registration fees for the 2021-22 registration year, as the transition process immediately preceded the renewal. The renewal period for 2022 was scheduled to begin February 1 and end March 17. Technical difficulties resulted in the 2022 renewal actually beginning on February 5. Toward the end of the renewal period, further technical difficulties caused a two-day pause in the process. Nevertheless, as indicated on the graph above, there was a significant surge of renewals received toward the end of the renewal period.

Active Registrations by Type



Please note that PCP-ICs are registered as PCPs however they have a notation on their certificate of practice denoting them as practicing at the PCP-IC level. PCP-ICs are subtracted from the PCP section of the chart above. Additionally, rural ACPs that practice at the PCP-IC level are not included in the PCP-IC count as they are registrants of CPMB on the ACP sub-register.

- Legend:
- EMR: Emergency Medical Responder
 - PCP: Primary Care Paramedic
 - PCP-IC: Primary Care Paramedic—Intermediate Care
 - ACP: Advanced Care Paramedic
 - CCP: Critical Care Paramedic

PROGRAM OF CONTINUING COMPETENCY REPORT

Registrants of the College of Paramedics of Manitoba have completed the first cycle (2021-22) of the Program for Continuing Competency (PCC). The PCC is an adult education session that asks mature practitioners to develop a learning plan that seeks to engage a professional practice model supporting currency in practice, enhancement and expansion of knowledge and skills, and overall practitioner health. It seeks to foster individual improvement and growth of professional practice, which in turn will enhance the level of service and care provided to Manitobans. Registrants were required to designate two learning goals and engage two learning activities per goal to fulfill the annual PCC requirements.

Highlights of the 2021-22 PCC cycle include:

In early 2021, an education process invited registrants to increase their knowledge and requirements of the new PCC in a virtual platform.

In June 2021, a software update allowed registrants to begin engaging the PCC and document within the registrant portal.

The deadline for initiation of the PCC process was June 30, 2021.

An additional two goals and accompanying learning activities were assigned to those who missed the June 30 deadline.

New registrants who completed their application after September 30, 2021, were exempt from the PCC requirement for the 2021-22 cycle.

In October and November, Terms of Reference and an Expression of Interest were developed, distributed and received for the Continuing Competency Committee (CCC).

CCC members, both paramedic and public, were selected through the nomination process and approved by Council.

In January 2022, registrants were encouraged to have the PCC requirements completed by the renewal of registration (February-March 2022) and were asked to respond to attestation questions that the program requirements had been completed.

In February 2022, the CCC met for the first time to begin to develop a review strategy, revision of resource documents, and development of further PCC resources for registrants.

On March 30, 2022, non-compliant registrants were identified and contacted regarding the failure to complete/engage the PCC, and additional requirements were assigned for the 2022-23 PCC cycle.

Those registrants who did not engage College staff when requested will be considered for practice audit activity.

Members and the Terms of Reference for the Continuing Competency Committee can be found on the college website <https://collegeparamb.ca/professional-practice/continuing-competency-committee/>

PCC Statistics 2021-22 Cycle

Total Active Registrants	2167
Number of Registrants who Submitted on Time	1736 (80%)
Number of Late Submissions	365 (16.8%)
Number of Exemptions due to Registration Date	81 (3.7%)
Non-Compliant	1 (0.1%)

QUALITY AND STANDARDS REPORT

The Coordinator Quality and Standards has the responsibility for:

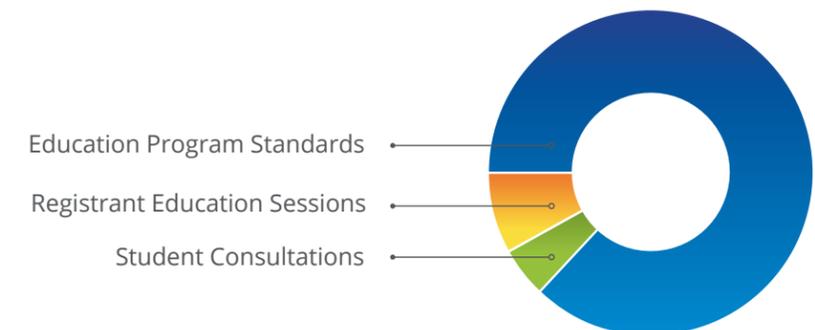
- Ensuring education standards are in place for all classifications of paramedicine, including integration of the National Occupational Competency Profile and provincial variances, the scope of practice as defined by the Reserved Acts, and the scope of work in Manitoba
- The development of a continuing competency process, and assurance of compliance and annual review
- Providing support for and consultation with registrants in the areas of clinical practice and continuing competency
- Providing support to various College and Council committees
- Supporting the conduct process and the investigation of complaints

EDUCATION

Activity this year related to the area of education program approval includes:

- Reviewing a new education program submission for presentation to Council. Elite Safety Services Manitoba was approved to provide Emergency Medical Responder education in March 2022
- Development of education program approval criteria and process, approved by Council in December 2021
- Monitoring current education programs for quality and standards
- Providing information and guidance to paramedic students and registrants

Education Program Standards Activity

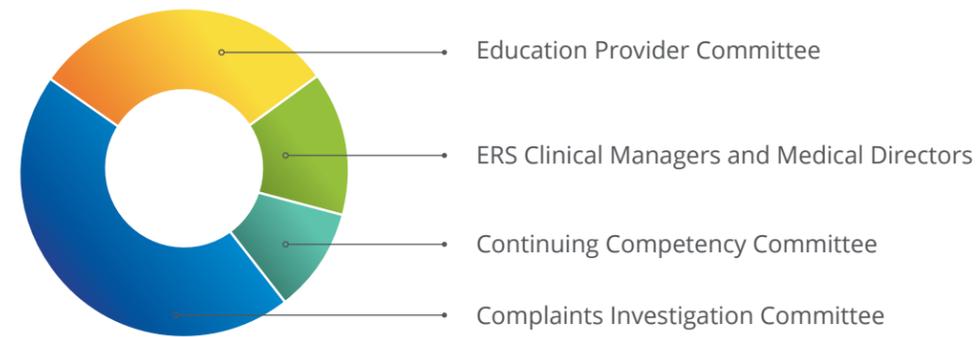


QUALITY AND STANDARDS REPORT (CONTINUED)

COMMITTEE SUPPORT

The Coordinator Quality and Standards provides support to a variety of committees internal and external to the College. Most Committees meet monthly or more frequently as required.

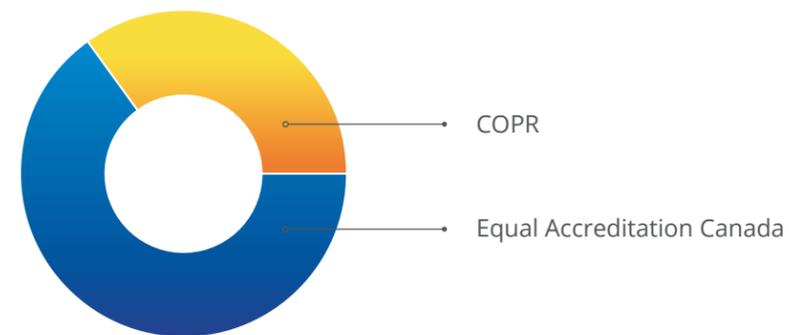
Time Dedicated to Committee Support



OUTSIDE STAKEHOLDERS

Regularly connecting and working with national organizations and stakeholders that contribute to quality and standards is essential to improve quality and standards, and entry to practice requirements (exam, accreditation). The College's two major stakeholders are Equal (Accreditation Canada) and COPR (Canadian Organization of Paramedic Regulators).

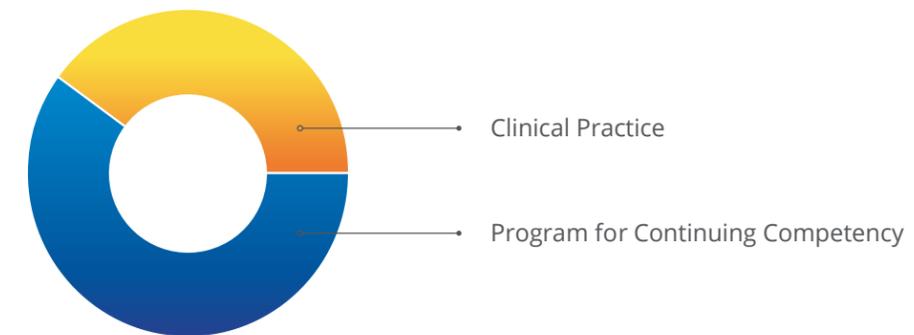
Time Dedicated to Support External Stakeholders



REGISTRANT CONSULTATIONS

One-on-one consultations, both in-person and virtually, are provided on request to support registrants—helping develop an understanding of the professional requirements and discern current and future goals for professional development.

Time Dedicated to Supporting Registrants

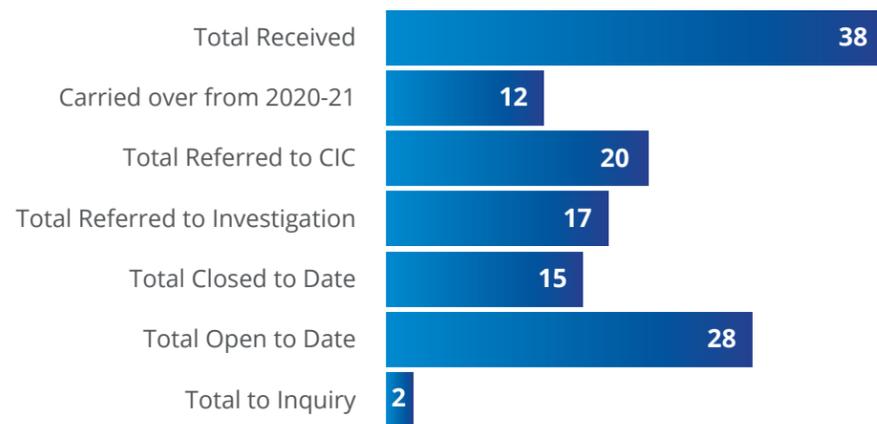


PROFESSIONAL CONDUCT REPORT

The professional conduct process must be fair to all parties involved. As such, the timelines to manage a complaint can be lengthy in order to allow all parties involved to fully work through the process. Most complaints take six months to work through the process, but due to complexity or extraneous issues, some can take longer.

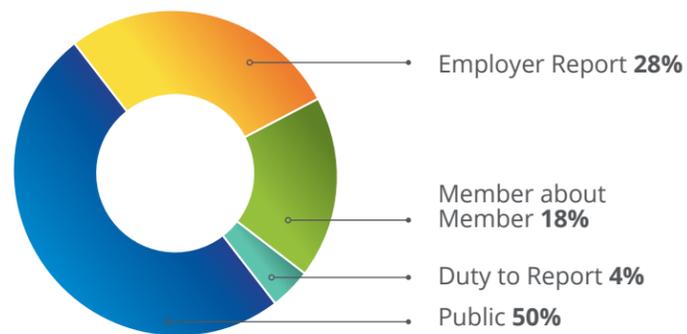
The tables below summarize the activity associated with professional conduct matters in the past year. Please note that some cases carry forward into the next reporting period if they are not able to be concluded.

Total Complaints, Employer Reports, Duty to Report with Breakdown 2021-2022



The above activity summarizes the stage of the complaint as of March 31, 2022. Two investigations resulted in two referrals to the Inquiry Panel, for the same registrant.

Sources of Complaints



Of the 15 matters closed, these were the outcomes:

- No further action required—4
- Complainant did not pursue—5
- Dismissed by Registrar—3
- Concluded through the Employer process—1
- Registrant completed requirements—2

NATURE OF COMPLAINTS

The nature of the concern expressed in complaints received in 2021-22 and for those carried over from 2020-21 were as follows:

Professionalism

- Inappropriate social media use—4 cases
- Alcohol or drug use—2 cases
- Negative or inappropriate behaviour—3 cases
- Other—1 case

Professional Conduct/Practice

- Failure to provide proper treatment—16 cases
- Failure to perform within scope of practice/scope of work—1 case

Communication

- Lack of empathy—3 cases
- Disrespectful behaviour—14 cases

(Note: some complaints may be categorized into more than one category.)

As the Complaints Investigation Committee begins to receive information and make decisions based on the Investigator's reports, the College attempts to share learnings with registrants so that applied learning will be fostered. Below is one such learning:

Every place is someone's home

A paramedic responded to a call. The situation was a challenging and stressful one. The paramedic made some unsolicited comments about the situation that were overheard by others at the scene of the response. These comments were interpreted as insensitive. The matter was reported to the College as a complaint.

The paramedic, when approached, responded that the comments were not meant to be negative. On personal reflection, the paramedic recognized the comments could be interpreted as inappropriate and insensitive. Remorseful, the paramedic committed to having more consideration for situations and people in difficult and demanding circumstances.

Paramedics work under very stressful circumstances. Their actions and words represent a client's perception of their first encounter with the health system for a new episode of care. Paramedics must always act and speak professionally, with respect and consideration. No matter the circumstances, it's best to remember that every place is someone's home.

COLLEGE OF PARAMEDICS OF MANITOBA

COMMITTEE MEMBERSHIP APRIL 1, 2021-MARCH 31, 2022

COMMITTEES OF COUNCIL

Governance Committee

Chair: Greg Graceffo
 Members: Karen Martin, Jean Cox, Tom Wallace, Nick Kasper, Leah Braun

Finance, Audit and Risk Committee

Chair: Ryan Youngson
 Members: Jean Cox (public member); Vern Tessier (non-Council paramedic member); Julia Peemoeller (non-Council public member); Sean Klemick (paramedic member); Matt Maruca (public member)

Appointments Committee

Chair: Nick Kasper
 Members: Madeleine Guay, Jean Cox

Executive Director Performance Appraisal Committee

Chair: Leah Braun
 Members: Greg Graceffo, Ryan Youngson

STATUTORY COMMITTEES

Complaints Investigation Committee

Co-Chairs: Michelle Bessas (paramedic member) and Peter Hourihan (public member)
 Paramedic Members: Eduard Friesen, Erik McCall, Jason Little, Josh Frampton, Michelle Piwiniuk, Travis Mirus, Eric Glass

Public Representatives: Kasia Kieloch, Lionel Boiteau, Sarah Hill

Inquiry Committee

Chair: Chris Cauthers (paramedic member)
 Paramedic Members: Annalynn Czarnecki, Callum Melvin, Cory Parrott, Donovan Fehr, Neil McDonald, Nicola Little, Travis Tannas
 Public Members: Dean Scaletta, Douglas Simpson, Kevin Toyne, Michael Foote

COLLEGE OPERATIONAL COMMITTEES

Education Provider Working Group

Chair: Leith Saunders
 Participants: Mike Mason (Criticare); Dave McMullen (SMART EMS); Brenda Popko and Ryan Schenk (Manitoba Emergency Services College); Lesley McGuirk, Philippe LaRiviere, and Tim Scharer (Red River College); Todd Reid (Winnipeg Fire Paramedic Service); Ray Rempel (STARS)

CONTINUING COMPETENCY COMMITTEE

Chair: Avi Neeranjan (paramedic member)
 Paramedic Members: Jenelle Paluk, Jeff Bedosky, John Kerr, Matthew Predinchuk, Jesse Wall, Bryan Jacobsen
 Public Members: Madeleine Kruth, Jeff de Denus



FINANCIAL STATEMENTS

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See separate document, pending approval June 23, 2022.



College of Paramedics of Manitoba

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