



College of Paramedics of Manitoba		
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PURPOSE

The purpose of this document is to provide information regarding Paramedic Health Profession Corporations (HPC) in Manitoba under *The Regulated Health Professions Act* (RHPA).

WHAT IS A HEALTH PROFESSION CORPORATION OR HPC?

A Health Profession Corporation (HPC) is a corporation established by one or more registrants of the College of Paramedics of Manitoba (CPMB) and incorporated, formed by amalgamation with another corporation, or continued under *The Corporations Act*, which meets the specific requirements set out in the RHPA.

HPCs can carry out the practice of paramedicine:

- under the corporation’s name or
- as a member of a general partnership of health profession corporations or of health profession corporations and registrants under a name approved by the registrar.

The RHPA states that individuals who practice a regulated health profession as an HPC must possess a Health Profession Corporation permit.

WHAT BENEFIT IS THERE IN FORMING AN HPC?

Incorporating and using an HPC to practice a regulated health profession may minimize tax burdens and provide a level of protection of personal assets from financial loss for the registrant.

ROLES AND RESPONSIBILITIES OF AN HPC

Part 5 of the RHPA and Part 7 of the College of Paramedics *General Regulation* establish the various circumstances and directions under which registrants may operate using an HPC.

1. The only registrants who may establish an HPC are Critical Care Paramedics, Advanced Care Paramedics and Primary Care Paramedics who are registered in full and hold a valid certificate of practice. Emergency Medical Responders are not permitted to establish an HPC.
2. Once established, an HPC may employ other registrants of the College.
3. An HPC may only provide paramedicine services through registrants of CPMB.



4. The name of an HPC must reflect the profession followed by the word “corporation” or an abbreviated form of that word. For example, “ABC Paramedic Services Corp.”
5. Registrants providing services as part of an HPC must provide health care services according to the scope of practice of their registration level.
6. The HPC must identify to CPMB any reserved acts requiring additional training being performed, and seek CPMB approval for additional training provided by the HPC
7. A registrant of CPMB practicing within a HPC must comply with *The Regulated Health Professions Act, General Regulation, College of Paramedics General Regulation, Standards of Practice, Code of Ethics, Practice Directions* and expectations of the College, and any other relevant legislation.
8. If the HPC has defined a scope of work which is narrower than the scope of practice of the registrant’s register level, the scope of work must be adhered to.
9. The primary duty of a registrant practicing within an HPC remains with the Client receiving health care. If there is a conflict or potential conflict between the registrant’s duty of care and their duty to the HPC, the registrant’s duty to the client prevails.
10. The registrant’s fiduciary, ethical and confidentiality obligations to a client are not diminished by the fact that a registrant is practicing through an HPC and apply equally to a corporation, its directors, officers and/or shareholders.
11. The liability of a registrant to a client is not affected by the fact that care is provided on behalf of an HPC.
12. Any conditions imposed on the registration or certificate of practice of the registrant who established an HPC will apply to the permit of the HPC in relation to the practice of the health profession through that registrant. Additionally, any registrant employed by an HPC will be bound by conditions on their own registration or certificate of practice.

RESTRICTIONS

1. A corporation whose name includes a protected title must not carry on any business in Manitoba unless it is a registered HPC.
2. Except as permitted by the regulations as detailed below in “other corporations”, no corporation other than an HPC may carry on the practice of paramedicine.
3. An HPC may not carry on any business or activity other than the practice of Paramedicine.

PRACTICE BY OTHER CORPORATIONS

As detailed in the RHPA *General Regulation* Part 7, a corporation that is not an HPC may carry on the practice of paramedicine only if one or more registered members of CPMB are providing the services and:

- a. the corporation is authorized to do so by or under another law or Act;



- b. the corporation does so as the operator of a hospital, health care facility or other facility referred to in clauses 183(1)(a) to (c) of the Act;
- c. *The Crown Corporations Public Review and Accountability Act* applies to the corporation;
- d. the corporation is a not-for-profit corporation incorporated under *The Corporations Act* or the *Canada Not-for-profit Corporations Act*;
- e. the registrants are employed by the corporation to provide health care to the corporation's own employees and not to the public,
or
- f. the corporation is not controlled by one or more regulated members of the College of Paramedics of Manitoba or their spouses, common-law partners or children or corporation(s) controlled by one or more of them.

HOW TO REGISTER

1. File a request for name reservation with the Companies Office of Manitoba.
2. Send the approved name reservation to CPMB for review and approval.
3. Once approved, CPMB will provide instructions on how to submit all documentation for registration.
4. Notify CPMB of any changes to the HPC within 15 days of the change such as
 - a. Names of Directors or shareholders
 - b. Opening new premises, closing or expanding services.
5. Renewal for HPCs follows the same year as those for registrants.

ROLES AND RESPONSIBILITIES OF THE COLLEGE

1. The College has the responsibility to regulate an HPC that is issued a permit under the RHPA. This means an HPC will be treated the same way as a registrant of CPMB.
2. The College must review all applications and maintain a record of HPCs that it registers.

REFERENCES

The Regulated Health Professions Act,
The Regulated Health Professions General Regulation,
The College of Paramedics Regulation