

IN THE MATTER OF: *The Regulated Health Professions Act, C.C.S.M. c. R117*

AND IN THE MATTER OF: **SARU CHAHAL, A MEMBER OF THE COLLEGE OF
PARAMEDICS OF MANITOBA**

AND IN THE MATTER OF: **A professional conduct inquiry before an Inquiry Committee Panel
of the College pursuant to Part 8 of the RHPA**

ORDER

The College of Paramedics of Manitoba

610 – 1445 Portage Avenue
Winnipeg, MB R3G 3P4

IN THE MATTER OF: *The Regulated Health Professions Act, C.C.S.M. c. R117*

AND IN THE MATTER OF: **SARU CHAHAL, A MEMBER OF THE COLLEGE OF
PARAMEDICS OF MANITOBA**

AND IN THE MATTER OF: **A PROFESSIONAL CONDUCT INQUIRY BEFORE AN
INQUIRY COMMITTEE PANEL OF THE COLLEGE
PURSUANT TO PART 8 OF THE RHPA**

ORDER

On December 19, 2025, an Inquiry Committee Panel (the “Panel”) of the College of Registered Paramedics of Manitoba (the “College”), conducted a hearing pursuant to subsection 116(4) of *The Regulated Health Professions Act CCSM c R117* (the “RHPA”), concerning the conduct of Saru Chahal (the “Registrant”), a registrant of the College under the RHPA.

The Amended Notice of Hearing dated December 11, 2025 (the “Notice”) alleges that the Registrant has breached the College’s *Code of Ethics* (the “Code of Ethics”), the *Standards of Practice for the Paramedic Profession* (the “Standards”), the College’s *Practice Direction on Registrant and Employer Responsibilities* (the “Practice Direction”), the *College’s Practice Expectation: Social Media/Social Networking* (the “Practice Expectation”), and is guilty of professional misconduct and conduct unbecoming a paramedic, the particulars of which are set out in the Notice.

The Panel heard submissions from both counsel for the Complaints Investigation Committee and counsel for the Registrant and finds that the Registrant has contravened the Code of Ethics, the Standards, the Practice Direction, and the Practice Expectation, and is guilty of professional misconduct and conduct unbecoming a paramedic.

The Panel therefore orders that:

1. The Registrant will be issued a reprimand;
2. The Decision and Reasons of the Panel will be published and made available to the public;

3. The Registrant will complete the following remedial education courses within three months of the date of the Decision and Reasons, with any costs associated with these courses to be borne entirely by the Registrant:
 - (a) “Professionalism in Paramedicine” at <https://www.jcollinsconsulting.com/index.php/coursesmodules/paramedic;> and
 - (b) The module “pause before you post” on the College website: <https://collegeparamb.ca/professional-practice/program-for-continuing-competency/lms-training/;> and

4. The Registrant will pay costs of the investigation and the hearing in the amount of \$6,000.00.

Dated at Winnipeg, Manitoba this 25th of February, 2026.

Signed by:

Cory Parrott

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CORY PARROTT, Member and Chair of the Panel *has authorized the use of electronic signature*

Signed by:

Michael Foote

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MICHAEL FOOTE, Public Representative, *has authorized the use of electronic signature*

Signed by:

Janice Johnson

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JANICE JOHNSON, Member, *has authorized the use of electronic signature*

Signed by:

Cathy Kozminski-Kirby

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CATHY KOZMINSKI-KIRBY, Member, *has authorized the use of electronic signature*

Signed by:

Kevin Toyne

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KEVIN TOYNE, Public Representative, *has authorized the use of electronic signature*