



**SASKATCHEWAN
COLLEGE OF
PARAMEDICS**

Saskatchewan College of Paramedics
2016 Annual Report



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About the Saskatchewan College of Paramedics

The Saskatchewan College of Paramedics (SCoP) is a regulatory body that was established in 2008 by The Paramedics Act. The title of paramedic is a protected term, and any paramedics working or volunteering in Saskatchewan must be registered as a member with SCoP.

There are currently five licence levels in Saskatchewan, each with their own educational requirements and scope of practice. The levels are: EMR (Emergency Medical Responder), EMT/PCP (Emergency Medical Technician / Primary Care Paramedic 2001 NOCP), PCP 2011 NOCP, ICP (Intermediate Care Paramedic), and ACP (Advanced Care Paramedic).

Paramedicine is a self-regulating profession in Saskatchewan. SCoP is governed by a Council and committees made up of members and public representatives.

The mandate of SCoP is protection of the public.

2015 – 2016 SCoP Council

President

Jason Trask

Vice President

Bill Fischer

Members-at-Large

Kyle Sereda

Kael Irvine (Fire)

Aris Scott

Christopher Fay

Public Representatives

Betty Hoffart, FCPA, FCMA

Tom Janisch

Olumide Adetunji, LL.B, LL.M

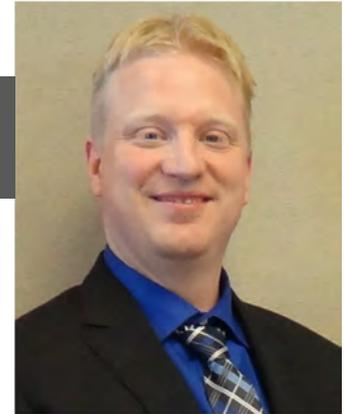


Message from the President



Jason Trask, ACP

President



As the 2016-2017 Saskatchewan College of Paramedics (SCoP) year draws to a close, we complete yet another important year for our profession. The last year has been filled with accomplishments and improvements as we continue to grow as a College, and continue to fulfill goals while working within our mandate.

Over the past year you will have noticed that we have a new website which provides a more user friendly interface for those accessing SCoP information on the web. For members who are renewing their licences, a more user friendly, straight forward design was provided to you. This in turn improved the work flow for College staff and gave them more time to work towards other strategic goals. This great new tool and communication medium will benefit all of our members and anyone seeking out information regarding our College and the work we do.

"Community paramedicine has continued to expand within our province, and paramedics have been successfully fulfilling the needs of our patients in this new and evolving practice."

You will see that through consultations, working groups, committee and Council work that your Council would like to add a licensure level for Critical Care Paramedics (CCP). We would be the fourth province in Canada to provide this licence level, and will be seeking your support at the AGM to pursue this goal. This is an exciting opportunity and a great advancement for our practice and for the public.

Community paramedicine has continued to expand within our province, and paramedics have been successfully fulfilling the needs of our patients in this new and evolving practice. The adaptability and progressive nature of our professionals make goals like this possible. Our Executive Director (ED), along with many paramedics and organizations in Saskatchewan, have been a part of this community, and our ED has been an active speaker at the international roundtable of community paramedics (IRCP). This international conference was held in Saskatoon in 2016, and I am proud to say that our ED represented SCoP and our province well at the conference in Warwickshire, England in February 2017. Saskatchewan and our community paramedics continue to be at the forefront of this evolving practice.

As we continue to grow as a College and seek autonomy over our practice, one integral step will be amending section 23 of The Paramedics Act, which will give us full autonomy with respect to practice. The Government of Saskatchewan approached us this year to put

our request for change forward for consideration by the legislature. Although not accepted yet, this is a positive step in achieving the goals of College, and it's a vote of confidence by the Ministry of Health (MoH) and those that take proposed changes to the Legislative Assembly.

Another significant step the College took in improving our protocol processes involved the forming of the Paramedic Practice Committee (PPC). The PPC replaced the Provincial Emergency Service Practice Committee (PESPC). Terms of Reference have been written, and the committee has been streamlined to better achieve the goals of the College. We ask that all members continue to bring forward evidence-based practice suggestions to the PPC, and evolve the care paramedics provide in our province.

Over the next year and into the future we will continue to work towards obtaining the goals set out in our strategic plan, fulfilling our

mandate and working with the paramedics of Saskatchewan in doing so. I am looking forward to the journey down this path with all of our members, and I am excited to see what the future will bring.

In closing I would like to thank all of those that contribute to the work of the College and our profession. From our ED, to our office team, to members who volunteer to represent the membership on Council and on committees, and to our strategic partners; without you we could not be the College that we need to be. Thank you to all those who sacrifice their personal time and give that little bit extra to make being a paramedic in Saskatchewan a truly special thing. We could not do what we do without all of you.

Thank you for all you do for our patients, the paramedic community, and our province.

Jason Trask
President

Photography

Tweets are by eHealth Saskatchewan, who paired up with Regina Qu'Appelle Health Region's Emergency Medical Services in Regina on a ride along, part of a pilot project to see how the eHR Viewer on iPad can be used to access electronic health records for patient care.

Credits for additional photos are as indicated.



Report of the Executive Director



Jacqueline Messer-Lepage

Executive Director



The 2016 year saw significant progress for the Saskatchewan College of Paramedics (SCoP) in ensuring the needs of the public were protected, while supporting our members in their practice.

In terms of strategic direction, the College continues to operate based on a principle of ensuring our priorities are broadly aligned with that of the health system. Over the last year, the College reviewed and updated its strategic goals to reflect updated targets for the 2016 to 2019 timeframe. Within each strategic goal, Council also identified a series of high level metrics that serve as a point of reference for measuring performance and progress. Based on the revised strategic plan, key accomplishments are summarized under each goal as follows:

Goal 1:

Enhance the paramedic role and professional development in order to be relevant in the Health system

High Level Metrics:

- o Professional development is targeted to address health system needs and relevant areas
- o Percentage of Paramedics qualified and competent to practice in current and evolving roles

- o Percentage of paramedics who are engaging in community roles or non-traditional roles
- o Percentage of paramedics who say they are competent and confident to practice in new roles

2016 Outcomes:

- o Successfully licenced ~1900 members
- o New and ongoing committee involvement:
 - o Saskatchewan Polytechnic Program Review Committee and Community Paramedic Program Development Committee
 - o National Occupational Competency Profile redevelopment committee
 - o COPR Information Sharing Working Group (Vice-Chair): this committee conducts ongoing inter-jurisdictional survey and data collection relating to member competency, qualification, and assessment
 - o Network for Inter-professional Regulatory Organizations (NIRO)
- o Initiated data collection to identify areas of practice
- o Member and public engagement strategy development underway
- o Advanced protocol and scope of practice changes for approval by the College of Physicians and Surgeons of Saskatchewan (CPSS); received approval and implemented changes

- Initiated work to link SCoP protocols to the provincial drug monographs and drug library through eHealth Saskatchewan
- Advanced pilot project with eHealth Saskatchewan to evaluate paramedic use of patient electronic health information (pilot launched early 2017)
- Managed 16 professional conduct complaints

Goal 2:

Strengthen processes for evaluating applicants (labour mobility)

High Level Metrics:

- Strong evaluation tools are in place to evaluate Out of Province applicants
- Out of Province paramedics have the current competencies and qualifications to practice
- Safe practice to the public is provided by Out of Province applicants
- Out of province applicants are registered in a timely fashion

2016 Outcomes:

- Applied for Ministry of Economy funding (received) to support the development of a Foreign Trained Graduate (FTG) assessment framework
- Developed and implemented assessment tool for FTG (endorsed by Ministry of the Economy); established cycle time standards for FTG
- Identified regulatory gaps (inter-jurisdictional) and developed mitigation plan(s)
- Average 48 hour cycle time for processing (complete) out of province application
- Secured options for competency assessment for out of province applicants

Goal 3:

Improve Stakeholder engagement: Public, Member, Ministry of Health (MoH), National

a. High Level Metrics: Public

- Establish a baseline of public awareness and understanding of the role of the paramedic
- Increase % of public that say they understand the role of the paramedic in healthcare
- % of public who have encountered a paramedic and were satisfied or extremely satisfied with their experience

2016 Outcomes:

- Initiated work on public engagement framework (implementation summer 2017)

b. High Level Metrics: Member

- A baseline of membership engagement, expectation, experience is established
- Increase % of members who say SCoP meets their expectations, and provides value for their membership

2016 Outcomes:

- Developed and implemented consultation plan for proposed Critical Care Paramedic licence
- Designed survey and focus group scripts; conducted consultation
- Launched "Member Wellness" Committee

c. High Level Metrics: MoH

- Meaningful relationships established with MoH branches
- SCoP & members are invited to participate in strategic discussions,

provincial planning tables or committees related to healthcare service delivery improvements

2016 Outcomes:

- Invited to participate as partner in the Saskatchewan Healthcare Safety Framework initiative
- Worked with Strategy and Innovation Branch (Ministry of Health) to identify areas of concern regarding the profession and Bill C14 (Medical Assistance in Dying)
- Advanced legislative change (Section 23) proposal to Partnerships and Workforce Planning Branch for inclusion in the fall 2016 call for legislation
- Participated in the provincial evaluation of Collaborative Emergency Centres

d. High Level Metrics: National

- SCoP is viewed as a key influence/decision-maker at the National level: SCoP is at the table for strategic conversations.
- SCoP reputation and brand are identifiable nationally/internationally

2016 Outcomes:

- National and International Committee Membership:
 - COPR Chairperson (Term 2);
 - COPR Committees: Examination; Information Sharing Working Group
 - International Roundtable on Community Paramedicine (IRCP) Program Committee
 - CLEAR Committees: Regulatory Agency Administration; Entry to Practice; Program Proposal Review; Executive Leadership; and International Relations
- National Occupational Competency Profile redevelopment committee

- Canadian Medical Association Paramedic Program Accreditation Team member
- IRCP Conference presenter
- Conducted initial meeting with Homeland Security and National Defence regarding research collaboration opportunity
- Conducted numerous media interviews, including national news program segment (W5)

Goal 4:

Strengthen Organization sustainability:

e. High Level Metrics: Finance

- Budget is balanced - actual is within 5% or less of budgeted
- Percentage increase of revenue sources from new sources

2016 Outcomes:

- Developed and implemented balanced budget for 2016/2017/2018
- Developed investment framework; released a call for interest for investment consultants and selected vendor
- Identified and pursued grant opportunities to support College initiatives
- Received 40K in joint funding (partnership with another regulator) to complete Foreign Trained Graduate project
- Submitted application for funding to Defence Research and Development Canada to support cross-border (Canada/USA) mobility work

f. High Level Metrics: Human Resources (HR)

- In 3-years all HR policies are in place and current

- 100% of staff have a professional development plans in place
- There is a succession plan and business continuity plan in place

2016 Outcomes:

- Completed review of all College policies
- 100% of staff have professional development plans in place
- Initiated cross-training of staff; business continuity planning underway
- Risk Management Framework in place
- Director of Professional Practice: completed "Road to Mental Readiness" Instructor Training
- Deputy Registrar: enrolled in Saskatchewan Institute of Health Leadership program (U of R)

g. High Level Metrics: Governance

- In 3-years 100% policies have been reviewed and are relevant/up to date, with an ongoing review cycle in place; governance policies have been separated from operational policies
- Board orientation and committee structure has been reviewed and reflects modern governance practices
- There is a Board succession plan that engages more members in leadership roles

2016 Outcomes:

- Policy review completed
- Board orientation materials updated
- Council and Committee succession review completed



h. High Level Metrics: Decision-making

- Outcome measures have been established and appropriate data sources secured to capture relevant information
- Systems have been established to capture clinical data to enhance decision-making

2016 Outcomes:

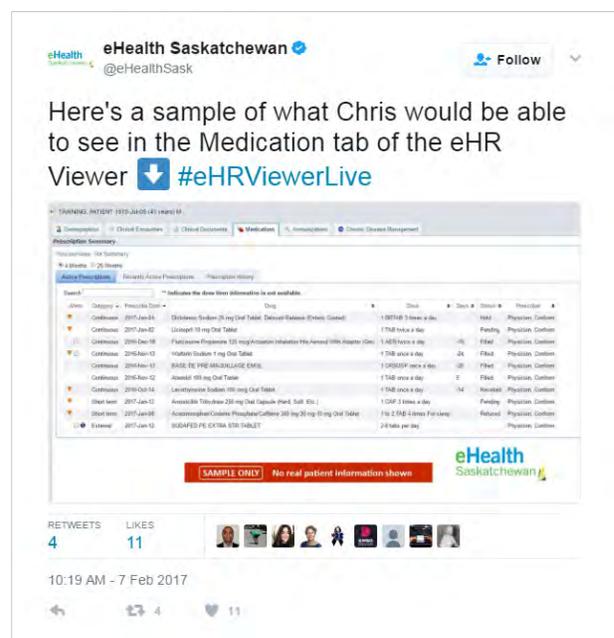
- Identified data set requirements to inform College decision-making
- Implemented changes to technology to support data collection requirements

i. High Level Metrics: Risk

- Strengthen and maintain robust risk management strategies (internal and external risk)

2016 Outcomes:

- Completed system upgrade project Phase 1 prior to initiating 2017 renewal (on-time/on-budget)



Report of the Executive Director continued...

As in the past, our College relies heavily on the volunteer contributions made by the public and our members, in support of our mandate. We continue to nurture the many partnerships that have evolved over the years. Some of these relationships generate actual funding for SCoP, while others may produce valuable in-kind contributions. Regardless of the output, these collaborations serve to advance our interests, while concurrently benefitting our partners and costing us very little in terms of actual dollars spent. A good example of this was seen in the work we completed on the Foreign Trained Graduate Framework (FTG).

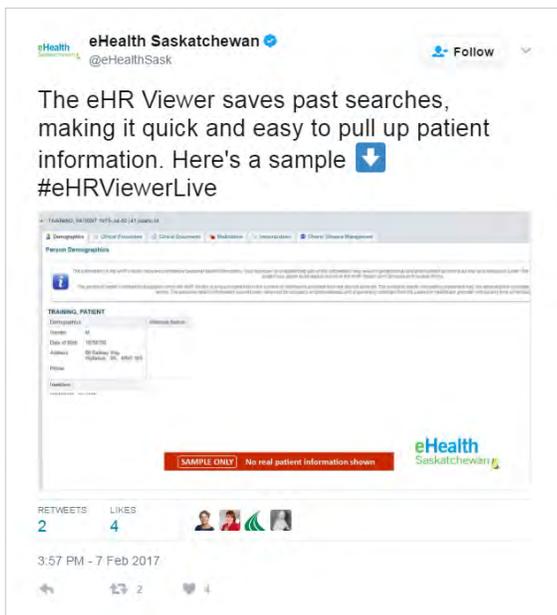
The FTG work was initiated through a joint partnership with the Saskatchewan Association of Medical Radiation Technologists (SAMRT), and with the generous funding support of the Saskatchewan Ministry of the Economy. Funding was provided in large part, because we were able to demonstrate that both regulators could benefit from the same research (doubling the impact of limited dollars).

Many of the FTG assessment requirements were applicable in both regulatory

environments. As such, we could adopt similar processes and access industry supports in the same manner (i.e.: credential verification services). The FTG work completed by SCoP and SAMRT will now support a national project that the Canadian Organization of Paramedic Regulators (COPR) is hoping to launch in 2017. The COPR project is a larger scale version of our FTG framework development. This is only one example of how our work translates in other regulatory environments and how partnerships can advance the interests of all of the players.

In 2016 we also continued to develop our research capacity, which was especially important as there is limited ongoing research in regulation, especially in the paramedic practice arena. The lack of evidence surrounding paramedicine makes it difficult to support changes to scope, general practice, and the advancement of the profession and its regulation.

With that in mind, we contracted a research consultant to support proposal development and grant applications in the hope that we can develop additional resources to advance our research in 2017. In addition, we began



working on obtaining investigator status and research ethics approval for the eHealth pilot project.

The 2016 year was filled with opportunity that will carry over well into 2017. We are excited at the prospect of a renewed health service model and the potential that exists for paramedics to further serve the population in less traditional areas.

From a purely operational perspective, the College continues to develop bench strength. Most of our resources have been in place for 3 or more years, providing continuity for members and the public. We are grateful for the contributions made by our membership,

both those serving officially on Council and/or Committees, and those responding to our requests for information.

The work of the College in 2016 served to advance our competency in regulation and the quality of member practice. We continued to seek opportunities to develop strong regulatory practices, and were pleased to provide support and advice to our national and international colleagues throughout the year. We look forward to further advancing the SCoP mandate through our partnership work in 2017 and beyond.

Jacqueline Messer-Lepage
Executive Director



Three Year Budget



	2016 Actual	2017 Budget	2018 Forecast	2019 Forecast
Revenues				
Licence Fees	\$965,785	\$972,750	\$991,750	\$1,001,250
Other Registration Fees	44,375	38,000	38,000	38,000
Licencing Exam and Equivalency Assessment Fees	26,350	32,000	32,000	32,000
Fines and Orders for Costs	0	0	0	0
Rental Income	26,400	26,400	26,400	26,400
Other Revenue	<u>60,843</u>	<u>27,000</u>	<u>27,000</u>	<u>27,000</u>
TOTAL REVENUE	\$1,123,753	\$1,096,150	\$1,115,150	\$1,124,650
Expenditures				
Accounting, Audit, Legal, Insurance and Payroll Service	\$20,965	\$24,600	\$25,830	\$27,121
Legal Fees - PCC and Discipline	1,031	70,000	70,000	70,000
Licencing Exam and Equivalency Assessments	3,570	7,900	7,900	7,900
Consulting and IT Support	114,776	103,000	103,000	92,000
Memberships	12,286	15,000	15,000	15,000
Wages, Benefits, Staff Travel and Training (includes staff membership dues)	559,560	586,344	603,509	621,847
Council Expenditures Including AGM	14,093	20,000	20,000	20,000
Committee Expenses *	5,856	30,550	30,550	30,550
Office Expenses and Advertising	29,767	33,600	33,600	33,600
Telephone	13,659	15,600	15,600	15,600
Rent, Occupancy Costs and Maintenance	120,001	119,180	121,200	126,303
Bank Charges and Interest Expenses	35,279	35,000	35,000	35,000
Amortization Expense	47,247	42,500	42,500	42,500
TOTAL EXPENSES	\$978,090	\$1,103,274	\$1,123,689	\$1,137,421
* Budget/forecasts include audit and investigations				

SCoP Reserve Funds



	Contribution to or Expenditure from Reserve	Legal	Contingency	Capital	Registry	Projects	Research & Development
2009	Contribution: \$65,000	\$25,000	\$10,000		\$30,000		
2010	Contribution: \$90,000	\$25,000	\$10,000	\$5,000	\$50,000		
2011	Contribution: \$171,000	\$75,000	\$50,000	\$16,000		\$30,000	
	Expenditure: \$80,000.00 for Registry system				(\$80,000)		
2012	Contribution: \$195,000	\$75,000	\$20,000	\$60,000		\$40,000	
2013	Contribution: \$135,000.00	\$53,000	\$33,000	\$19,000		\$30,000	
	Expenditure: \$30,000.00 for revamping of the protocol manual project					Was not required	
2014	Contribution: \$319,000.00	\$47,000	\$77,000	\$60,000		\$50,000	\$85,000
	Leasehold Improvements (proposed)			(\$50,000)		Was not required	
2015	Proposed Contribution: \$33,790			\$18,790			\$15,000
	Expenditure: Server, computers, projector and screen			(18,790)			
2016	Expenditure: Registry upgrade project			(102,770)			
	Contribution:			\$102,770			\$15,000
Total estimated in Reserve at end of 2016		\$300,000	\$200,000	\$141,210	\$0	\$150,000	\$100,000

Unallocated restricted funds: \$24,655 (interest income)

*Retained earnings at December 31, 2016 is \$145,663. \$27,893 reserved for research analyst.

Report of the Registrar



The College continues to operate with a stable membership base. As of December 31, 2016, we had registered 2,259 members throughout the year, comparing to 2,263 in 2015 and 2,274 members in 2014. Member numbers continue to remain healthy as new graduates and labour mobility candidates join us for the first time.

The 2016 year saw a major upgrade of the registry system, website, and renewal processes. Investments in technology have transformed the registration experience for members and staff.

With the upgrade, members now have direct access to more of their licence information within their online Member Account, and this information is displayed within application forms such as the annual Renewal Form. Changes to these forms allow members to have a greater understanding of what is required for renewal, which helped avoid incomplete applications, and new data entry processes are saving significant amounts of staff time.

The cycle time to issue a licence was again improved in 2016, with completed applications approved within 24 hours. For the first time, all licences were mailed out before Christmas.

During the annual renewal season, from September through January, SCoP processed close to 2,100 licences for 2017. Approximately 70% were completed before the December 1st deadline, down slightly from previous years. The College will continue to encourage members to renew early, and this year reminds employers to pay early to avoid late penalties.

Late renewals, including those caused by incomplete information, trigger late fees when they are submitted after the December 1

deadline, or when incomplete renewals are submitted within the last days before the deadline. Our regulatory bylaws mandate that we must charge a late fee where the following conditions are met:

32.2 If a person fails to submit the required electronic renewal, evidence that the person has met the educational requirements to maintain eligibility as a member and pay the required licencing fee on or before December 1 in the year prior to the licencing year, a penalty in the form of a late fee shall be charged. The late fee will be \$50 payable on December 2nd and will escalate weekly by \$25 beginning the Monday after December 2nd, to a maximum of \$275 up to January 31 after which the member will have to apply to be reinstated. [amended March 16, 2012]

It is the member's responsibility to ensure that they submit the following requirements on time:

1. The member's online renewal form;
2. Evidence that the member had met his or her educational requirements to maintain eligibility as a member;
3. The renewal fee.

This emphasis on meeting all, and not just some, of the renewal requirements was approved by the membership at the 2012 AGM.

Any members that were lacking in one or more items received at least one email from College staff advising them of their incomplete renewal, in the hope that they could complete their application in a timely manner. Incomplete

applications were minimized in 2016, owing to the upgraded Renewal Form.

Members should also be aware that it is their responsibility, and not that of their employer, to complete and submit their own renewal form as it includes legal declarations. Late fees are also the responsibility of the member, not their employer.



Credit: Moose Jaw & District EMS

In order to assist members in completing their application on time, the College undertook an email communication campaign that started on October 1 of 2016 and continued until mid-December 2016. In October, members were provided with their usernames, instructions for retrieving forgotten passwords, and links to renewal instructions separated by licence level. Numerous reminders went out over the next few months emphasizing the December 1 deadline until the middle of December, when members that had not yet renewed successfully were advised that their licence would be lapsing at the end of the month and they would not be able to practice in 2017.

In addition to emphasizing the December 1 deadline and the renewal communication

campaign, Council again supported an early bird draw for two prepaid VISA cards worth \$250 each.

It is important to note that the quality of applications was vastly improved in 2016. SCoP operates based on an entirely electronic application process, to ensure in large part that member records fully reflect complete and

accurate information. To support the member application process in 2016, SCoP provided web-based help, telephone-based assistance available 24 hours a day, and continues to provide direct technical support for members struggling with the application technology. The College also continues to provide workstations and access to a scanner in the office for members to use.

Members at the Primary Care Paramedic (PCP) level continue to upgrade to the

2011 NOCP standard of practice. 195 individuals successfully changed their status to PCP 2011 NOCP in 2016. Members will have until June 30, 2019 to complete their upgrade to the 2011 NOCP level. After that date, individuals choosing not to complete the upgrade will be licenced at the Emergency Medical Responder level.

As for new graduates, SCoP continues to work with the Canadian Association of Paramedic Regulators (COPR) to ensure that the PCP and Advanced Care Paramedic (ACP) examinations remain current and are delivered appropriately. Over the past year, a total of 236 individuals wrote the national licencing examination over four sittings (196 PCP/40 ACP).

On the Emergency Medical Responder (EMR)

side, SCoP continues to deliver the provincial licencing examination with the support of Sask Polytechnic. In 2016, 84 students completed this exam over six sittings.

Saskatchewan is very involved with the continued development, implementation and delivery of the national exam. We are also actively involved on the COPR National Exam Committee, allowing the College the opportunity to stay connected to the national exam as it evolves.

We continue to improve our registry system and focus on our protection of the public mandate through the use of better exams. This is all happening while our membership is larger than it has ever been, which requires more focus on day to day registrations throughout the year.

Jacqueline Messer-Lepage
Registrar

Registration Statistics



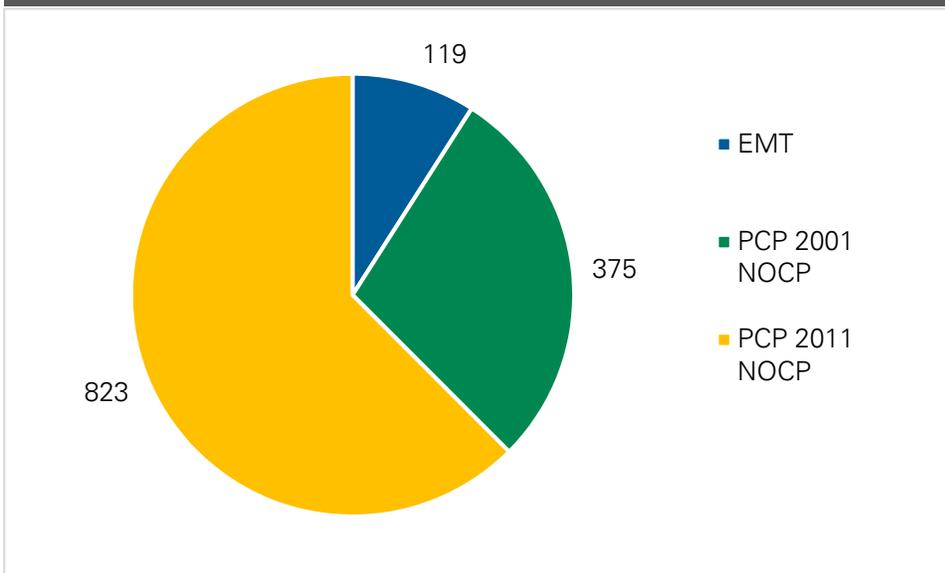
Yearly Registration Comparison									
	March 2017	March 2016	Feb 2015	March 2014	Feb 2013	Feb 2012	Feb 2011	Feb 2010	Feb 2009
EMR	308	331	342	352	380	382	330	312	319
EMT/PCP	1,317	1,287	1,269	1,265	1,230	1,175	1,114	1,086	1,077
ICP	162	176	190	206	219	218	225	218	206
ACP	345	310	293	290	270	238	215	206	188
Total	2,132	2,104	2,094	2,113	2,099	2,013	1,884	1,822	1,790

Type of Membership by Classification					
	EMR/NOCP	EMT/PCP	ICP	ACP	Total
Non-practicing	46	99	17	26	188
Practicing	262	1,218	145	319	1,944
Total	308	1,317	162	345	2,132

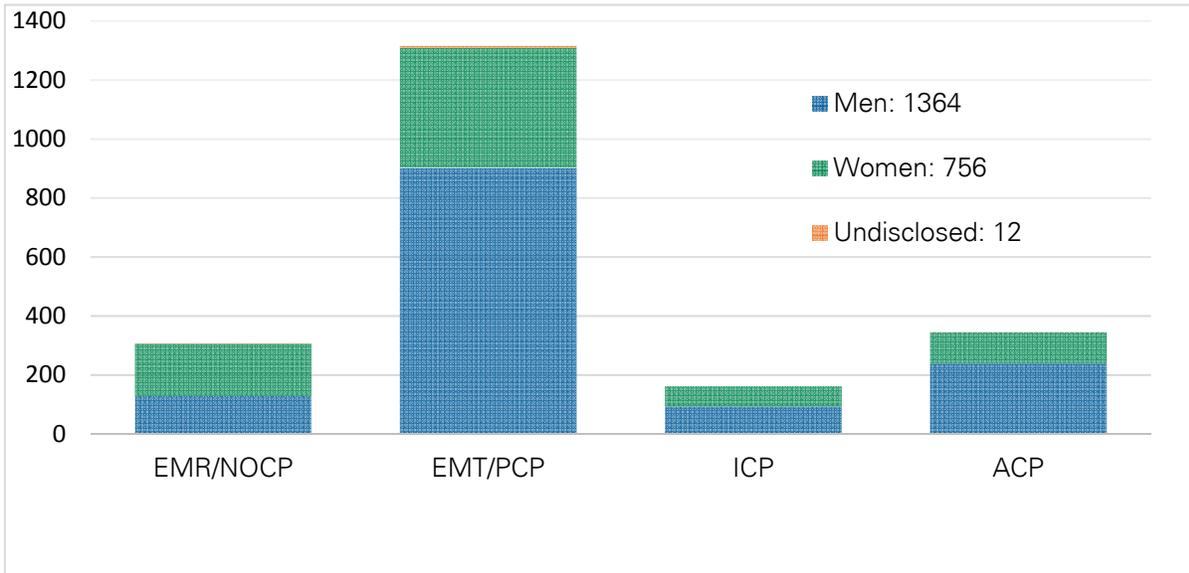
Impact of Labour Mobility – Member’s Province of Residence

	March 2017	March 2016	Feb 2015	March 2014	Feb 2013	Feb 2012	Feb 2011	Feb 2010
Alberta	87	79	61	60	65	51	22	18
British Columbia	7	7	7	6	6	4	1	2
Manitoba	22	23	32	30	29	17	12	3
New Brunswick	2	2	3	1				
Nova Scotia	5	2	1	1				
NWT	2	3	4	5	3	4	3	
NL	2	1						
Yukon			1		1	1		
Ontario	6	14	19	13	13	7	4	3
Quebec	1	1						
Saskatchewan	1,996	1,990	1,965	1,997	1,982	1,929	1,842	1,796
undisclosed	2	1	1					
Total	2,132	2,104	2,094	2,113	2,099	2,013	1,884	1,822

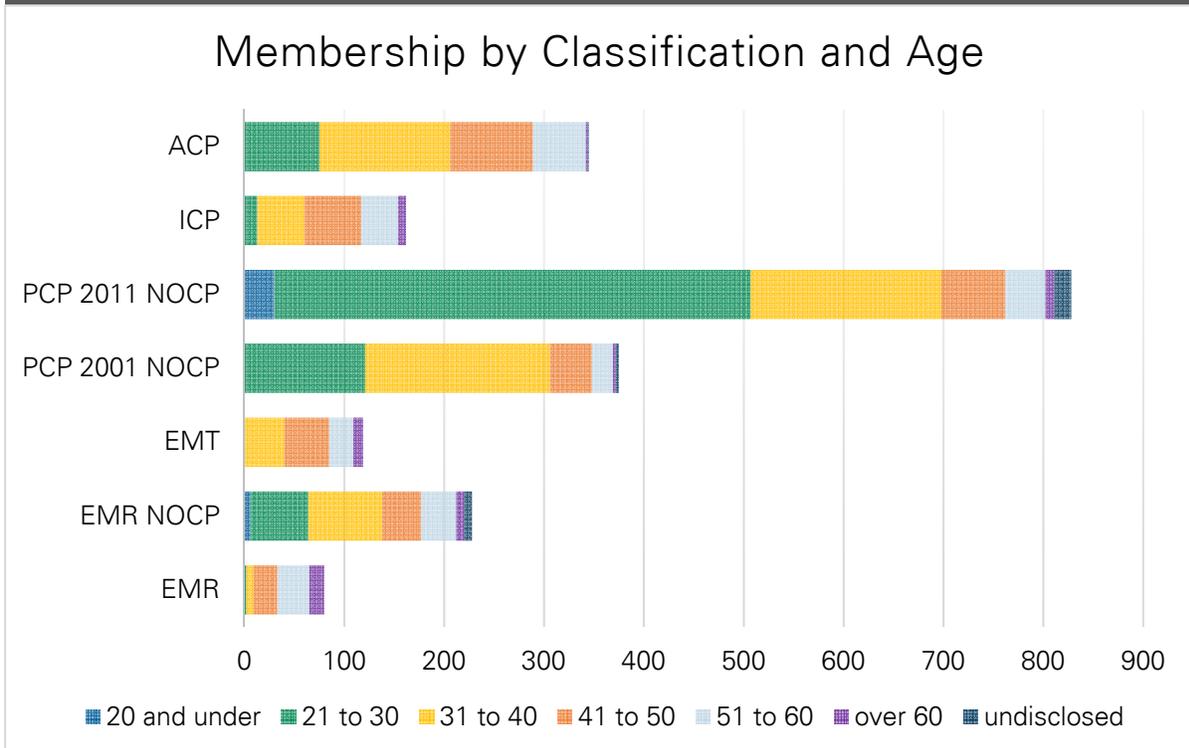
EMT/PCP Members as of March, 2017



Membership by Classification and Gender



Membership by Classification and Age



Committee Reports



The business of the Saskatchewan College of Paramedics is conducted by Committees which have members drawn from practitioners across the province.

The Paramedics Act and the *Regulatory and Administrative Bylaws* set out the Committee structure of the College, and the composition and key responsibilities of the various committees.

The College Council appoints members to College Committees. Council also appoints each Committee chairperson and establishes a Committee Terms of Reference and budget.

SCoP Committees are:

Executive Committee

Audit Committee

Discipline Committee

Nominations Committee

Education Committee

Professional Conduct Committee

Legislation and Bylaws Committee

Paramedic Practice Committee



Executive Committee Report



Chair: Jason Trask, President of Council

Vice President of Council: Bill Fischer

Council Member-at-Large: Christopher Fay

The role of the Executive Committee is to provide oversight and direction of the affairs of the College between Council meetings. The Committee is comprised of three Council members: the President, Vice-President and one Member-at-Large on Council. The Committee acts as requests come to us from our Executive Director.

As a committee, we provide direction to the Executive Director respecting any Council decision which cannot wait for the next regularly scheduled Council meeting, we report to each Council meeting on any decisions taken, and we implement personnel policies as they apply to the Executive Director.

Over the past year, the Executive Committee looked primarily at license extensions. All were approved based on the need of the member to complete educational requirements, or to successfully pass the Canadian Organization of Paramedic Regulators (COPR) national exam. The total number of decisions made by the Executive Committee during the 2016 year was 28.

Moving forward, the Executive Committee along with Council is looking at having the office oversee licence extensions and similar, but will be available for appeal and other pertinent issues that may arise between Council meetings. We look forward to serving the public and our membership this year.

Jason Trask
Chair

Audit Committee Report



Chair: Bill Fischer, Vice President of Council

Member: Angela Sereda

Public Representative on Council: Betty Hoffart,
FCPA, FCMA

The financial outlook for the College remains strong. The continued practice of strategic budget planning developed by the Executive Director, staff, and the audit committee has ensured the continued financial stability of the College. The budget projections have remained accurate for the current fiscal year and steps have been taken to better reflect the true nature of certain expenses in next year's budget.

A higher than expected number of complaints this year has led to an increase in costs in investigations, which was able to be accommodated with some of the surpluses in other areas. As indications are this process will continue, budgeting was increased for investigation costs, to better reflect the real costs.

The cost of the upgrade to the website and registration system came in on budget, and has been a great improvement with the added benefit of savings on staff cost by automating much of the registration process. In addition to the registration system, a new lease for the College office space was negotiated and recommended to Council.

Under the guidance of the Executive Director, and the committee's public representative Betty Hoffart, an investment advisor was selected and recommended to Council to better help maintain the fiscal viability of financial reserves.

Bill Fischer
Chair



Discipline Committee Report



The year 2016 was a quiet one for the Committee, as there were no formal referrals from the Professional Conduct Committee as contemplated in The Paramedics Act (Saskatchewan). That said, the Committee met a couple of times to discuss issues relating to processes and procedure to be followed where a matter is referred to the Committee. Members would meet in 2017 to continue discussions on these issues.

Olumide Adetunji, LL.B, LL.M
Chair

Chair: Olumide Adetunji, LL.B, LL.M, Public Representative on Council

Members: Chris Warren, Chad McCord, Braden White, Donna Morris, Kathy Christmann, Megan Koskie, Carla Steciuk, Marie Stimson.

Public Representative on Council: Tom Janisch

Nominations Committee Report



Chair: Matt McGurk

Members: Cheryl Solonenko, Nathan Vircavs (Fire Representative)

The Nominations Committee met on January 17, 2017 and put forward seven recommendations for various committees as follows: one for the Audit Committee, three for the Education Committee, two for the Legislation & Bylaws Committee, and one for the Professional Conduct Committee.

The committee made every effort to ensure that each committee had diversity and representation from urban, rural, industrial, and community areas. We also took into account all training levels and amount of experience, to ensure that each committee was well rounded. The Committee feels that with the proposed recommendations, every demographic will have a voice.

Matt McGurk

Chair

Education Committee Report



Chair: Bill Fischer, Council Member-at-Large

Members: Jason Hutchinson (Fire Representative), Candace Gratton, Donnita Derbyshire, Darcy McKay, Julie Braaksma, Tim Hillier, William Breen, Noel Dunn, Gillian Gregoire (Public Representative)

The Education Committee held three meetings in 2016/17 before the AGM, all held by teleconference. The meetings

have been scheduled to align with those of the College of Physicians and Surgeons of Saskatchewan (CPSS). Having the Education Committee meetings follow the CPSS meetings allows for a flow of information between the committees.

Most of the work for the committee revolved around the development of training requirements for new medications such as magnesium sulphate, and procedures such as manual defibrillation. An additional action item was the recommendation to Council of the development of an instructor license endorsement, which was approved by Council. This endorsement, which will take approximately a year to develop, will determine standards required to deliver education required by the College in the future.

Continuing Education (Con-Ed) Sub Committee Report

Much effort has been put in by this committee to keep up with the demands to approve Con-Ed as quickly as possible. To this end, the committee in conjunction with Jen Williams have developed a canned courses & CME credit spreadsheet. This is an active document and will grow as more courses

are approved. The list is to be added to the website for all members to access, so that these courses do not need to be submitted again for approval.

Still in progress

In order to clarify what new skills need to be included in Core Training Requirements, new documentation will be forthcoming in 2017 to hopefully make it easier to determine what needs to be reviewed.

I would once again like to thank the members of the committee for their efforts to make the committee function and better serve the membership.

Bill Fischer
Chair

Legislation and Bylaws Committee Report



Chair: Jason Trask, President of Council

Members: Marie Stimson, Lennie Davies, Terry Hastings

Public Representative on Council: Olumide Adetunji, LL.B, LL.M

The Legislation and Bylaws Committee identifies options for Council to consider regarding potential changes to

legislation affecting College members or revisions to the *Paramedics Act and Bylaws*. The Committee is responsible for developing, reviewing, and ensuring the currency of legislation, bylaws and policies that enact the mandate and promote the vision and values of the College. This committee also receives and prepares resolutions received from members for presentation at the Annual General Meeting.

The Committee is comprised of five people – three to be drawn from the membership, the President of Council who chairs this committee, and a Public Representative from Council.

Over the past year, the focus of the Legislation and Bylaws Committee was the development of changes required to support the creation of a licence level for Critical Care Paramedics (CCP), and amendments to further support the community paramedic skill set.

After focus groups and suggestions were put forward, the introduction of a CCP license level was proposed by this committee. The recommendation has since obtained approval by your Council. CCP bylaw change submissions will be presented at the AGM for membership voting after vetting through council.

For community paramedics, a focus group was also formed to allow for input from a variety of front line personnel who use this specialized paramedic skill set. From these groups, we will decide how best to proceed with community paramedic recognition in the near future. The Legislation and Bylaw

Committee is committed to continue working towards achieving the goals set forward by the paramedics of Saskatchewan in the public interest.

Jason Trask
Chair

Paramedic Practice Committee Report



2016 saw the beginning of the Paramedic Practice Committee (PPC). The PPC, previously the Provincial Emergency Services Practice Committee (PESPC), is responsible for the changes to the scope of practice and protocols for all our members. This committee also reviews the high stakes skills such as Medication Facilitated Intubation (MFI), and all protocol deviations. The committee includes a consultation group to ensure that a voice is present for the wide range of our membership.

In 2016, the PPC had 2 meetings and made several recommendations to the College of Physicians and Surgeons, all of which were approved.

The Advanced Care Paramedics saw the addition of magnesium sulfate and vasopressors/inotropes to their scope of practice; manual defibrillation and anti-emetics were added to the Primary Care Paramedic (2011 NOCP PCP) scope of practice. PEEP valves were added to the scope of 2011 NOCP PCPs, ICPs, and ACPs. The Emergency Medical Responders, Emergency Medical Technicians, and the 2001 NOCP PCPs all had naloxone addition to their scope of practice.

The committee also made several revisions to the Clinical Practice Protocols to allow our members to better serve their patients.

2017 is looking to be another busy year for the committee and we look forward to continuing to review, develop, and evaluate the research and trends to improve clinical practice within Saskatchewan.

Jennifer Williams
Chair

Chair: Jennifer Williams, Director of Professional Practice & Research, SCoP

Members: Bill Iwabuchi, Donnita Derbyshire, Jason Trask, Darcy McKay, Mike Hengstler, Tim Hillier, Brad Jamison, Brent Thoma, Christina Backlin (Ministry of Health), Evan Ulmer (Ministry of Health)

Consultation Group: SEMSA, SAFC, St. John Ambulance, Red Cross, EMS Working Group, Saskatchewan Polytechnic, Industrial-based practitioners



Professional Conduct Committee Report



Chair: Nathan Vircavs (Fire Representative)

Members: Duane Fleming, Ben White, Sheldon Sept, Ryan Smith (Public Representative)

Thank you everyone for your tireless efforts and volunteering your time to the

Professional Conduct Committee this year. Your outstanding efforts have not gone unnoticed.

I would like to welcome Sheldon Sept to the Professional Conduct Committee. I would also like to thank the outgoing chair, Kirby Johns, for his leadership throughout his term, as well as Duane Fleming, Ben White and Ryan Smith for their contributions. To those behind the scenes—Jen Williams, Lori Hutchison-Hunter and Jacqueline Messer-Lepage—thank you for your outstanding efforts.

The Professional Conduct Committee saw 15 complaints in 2016. Of those complaints, the following is a summary of Committee action taken:

- Dismissed: 5 files
- Letters of Guidance: 3 files
- Consensual Complaint Resolution Process: 6 files
- Investigation Pending: 1 file
- Referred to Discipline Committee: 0 files

The initial process that the PCC uses when a complaint is submitted is as follows:

1. Does this complaint fall within the jurisdiction of the Saskatchewan College of Paramedics?
2. Is the complaint frivolous or vexatious?
3. Is further investigation warranted?

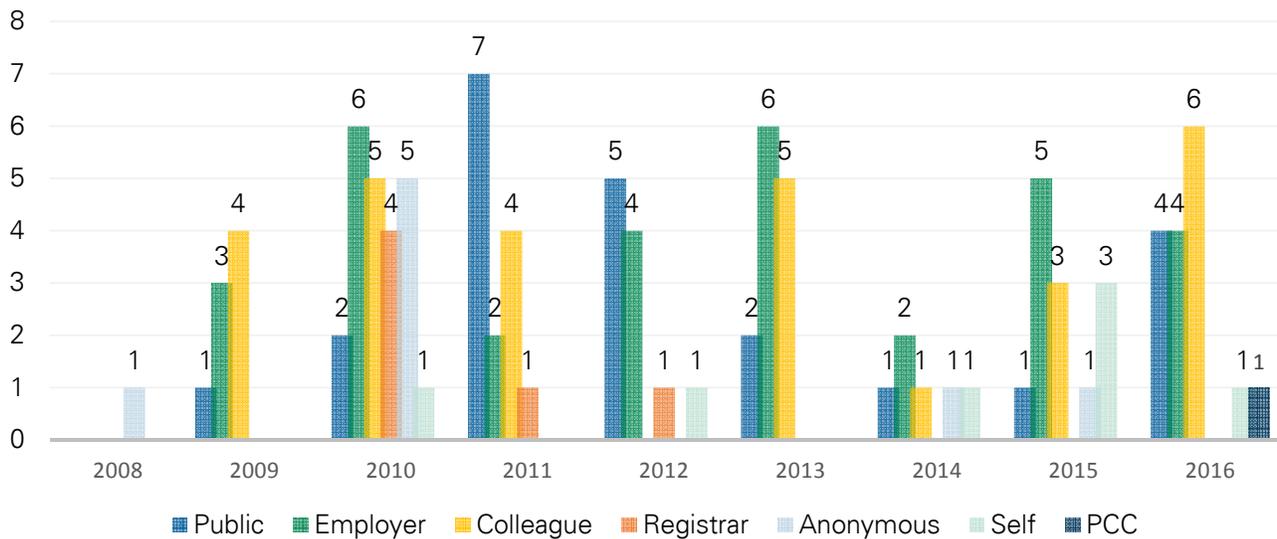
Following these questions, Committee members are asked to declare if they have a conflict of interest. If a declaration is made, the Committee member will be excused from all discussions and information applicable to the complaint. The Committee will then give specific direction to the Quality Assurance Officer in proceeding with the investigation.

In closing, I again would like to thank all of the PCC members for their dedication to the committee.

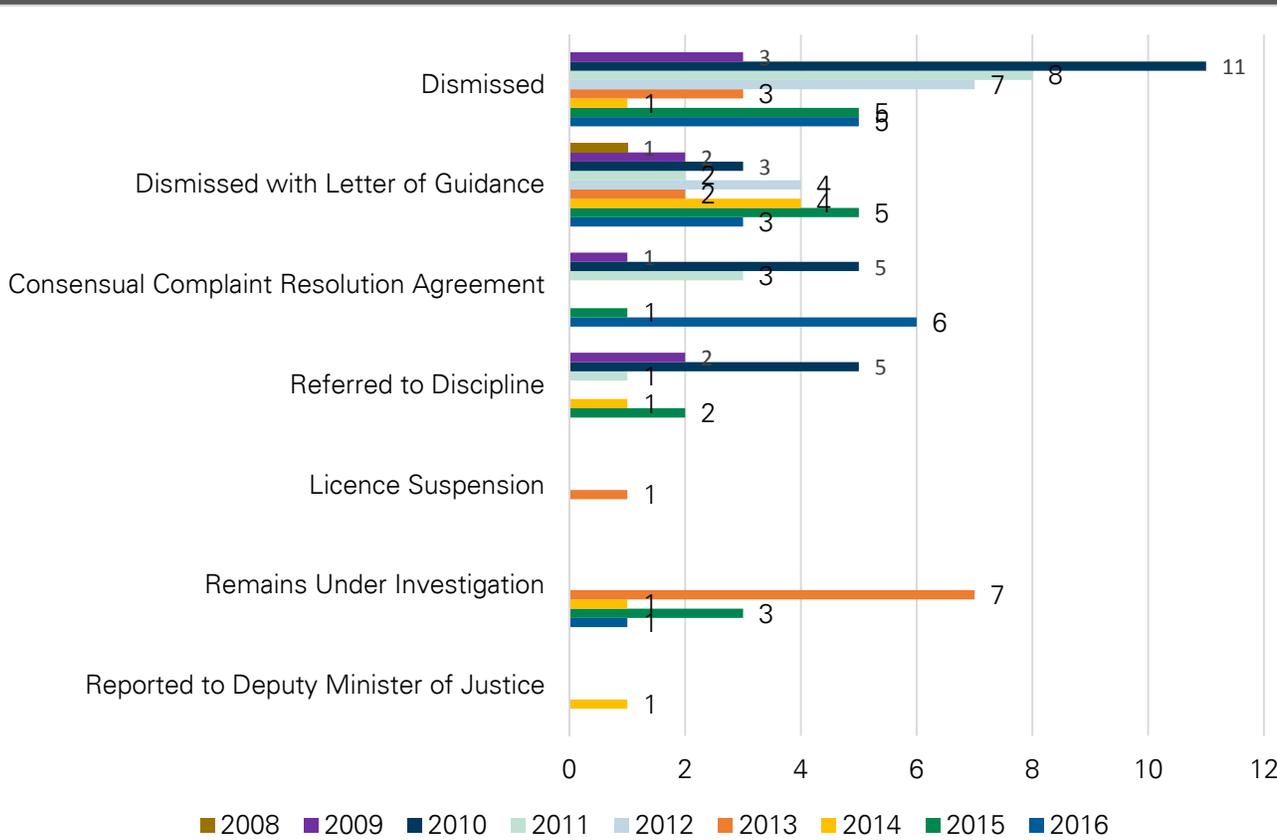
Nathan Vircavs
Chair

Allegations Reported in 2016	
Professional Misconduct	
	Drug use (3)
	Lack of respect to patient, family, or bystanders
	Driving with suspended driver's licence
	Privacy breach
	Abandoning post while on duty
Professional Incompetence	
	Failure to properly treat patients (6)
	Working outside scope of practice

Source of Report Trends



Disposition of Investigations



SCoP Staff



Jacqueline
Messer-Lepage
Executive Director / Registrar



Louise Durnford
Director of Operations / Deputy
Registrar



Jennifer Williams
Director of Professional
Practice and Research



Collette Parks
Communications
Coordinator



Patti Lewis
Administrative Assistant



Lori Hutchison-
Hunter
Audit and Compliance
Officer



Rashed Al-
Mamun
Intern

2016 – 2017 SCoP Council



SCoP Mission:

To protect and serve the public interest through regulatory oversight of the paramedic profession.

SCoP Vision:

Collaboratively building a profession that is a continuously engaged partner, and fully utilized in a patient-centred healthcare system.



SASKATCHEWAN COLLEGE OF PARAMEDICS

Financial Statements

Year Ended December 31, 2016

MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL REPORTING

The financial statements of Saskatchewan College of Paramedics have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstances. These statements include certain amounts based on management's estimates and judgments. Management has determined such amounts based on a reasonable basis in order to ensure that the financial statements are presented fairly in all material respects.

The integrity and reliability of Saskatchewan College of Paramedics reporting systems are achieved through the use of formal policies and procedures, the careful selection of employees and an appropriate division of responsibilities. These systems are designed to provide reasonable assurance that the financial information is reliable and accurate.

The Council is responsible for ensuring that management fulfills its responsibility for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Council carries out this responsibility principally through its Audit Committee. The Audit Committee is appointed by the Council and meets periodically with management and the auditors to review significant accounting, reporting and internal control matters. Following its review of the financial statements and discussions with the auditors, the Audit Committee reports to the Council prior to its approval of the financial statements. The Committee also considers, for review by the Council and approval by the members, the engagement or re-appointment of the external auditors.

The financial statements have been audited on behalf of the members by MWC Chartered Professional Accountants LLP, in accordance with Canadian generally accepted auditing standards.



Executive Director



Member - Audit Committee

Regina, SK
March 24, 2017



Chartered Professional
Accountants LLP

INDEPENDENT AUDITOR'S REPORT

To the Members of Saskatchewan College of Paramedics

We have audited the accompanying financial statements of Saskatchewan College of Paramedics, which comprise the statement of financial position as at December 31, 2016 and the statements of operations, changes in net assets and cash flow 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

(continues)

An asset to our clients, not an expense

2320 Lorne Street, Regina, SK S4P 2M9 ☎ 306-352-8621 📠 306-565-8476 🌐 mwc-cpa.ca

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Saskatchewan College of Paramedics as at December 31, 2016 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

A handwritten signature in black ink that reads "MWC LLP". The letters are stylized and slanted to the right.

Chartered Professional Accountants

Regina, Saskatchewan
March 24, 2017

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Financial Position

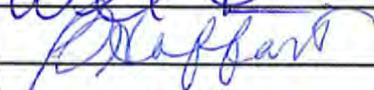
December 31, 2016

	2016	2015
ASSETS		
CURRENT		
Cash	\$ 1,892,542	\$ 1,757,585
Accounts receivable	1,973	43,694
Prepaid expenses	67,969	27,246
	<u>1,962,484</u>	<u>1,828,525</u>
CAPITAL ASSETS (Note 5)	24,716	33,323
INTANGIBLE ASSETS - SOFTWARE (Note 6)	92,493	28,363
RESTRICTED FUND ASSETS (Note 3)	900,865	895,488
	<u>\$ 2,980,558</u>	<u>\$ 2,785,699</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 20,025	\$ 15,770
Wages payable	42,907	45,859
Employee deductions payable	12,970	3,947
Deferred membership fees	927,605	888,735
	<u>1,003,507</u>	<u>954,311</u>
NET ASSETS		
General fund	1,076,186	935,900
Restricted funds (Note 7)	900,865	895,488
	<u>1,977,051</u>	<u>1,831,388</u>
	<u>\$ 2,980,558</u>	<u>\$ 2,785,699</u>
CONTRACTUAL OBLIGATIONS (Note 8)		

ON BEHALF OF THE COUNCIL



Director



Director

See accompanying notes

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Operations Year Ended December 31, 2016

	2016	2015
REVENUES		
Memberships	\$ 965,785	\$ 956,773
Processing fees	70,725	71,862
Grants	40,000	-
Other revenues	32,992	45,933
Investment income	14,251	17,992
	<u>1,123,753</u>	<u>1,092,560</u>
EXPENSES		
Accounting, audit and legal	14,786	7,003
Amortization	8,607	9,150
Amortization of intangible assets	38,640	37,213
Bank charges and interest	35,278	29,987
Committees	464	2,510
Consulting fees	57,568	21,442
Council expenditures	14,093	22,744
Insurance	6,179	6,011
Legal fees - PCC and discipline	1,031	58,496
Licensing exams	3,570	5,166
Memberships	12,286	12,881
Occupancy costs	120,001	121,907
Office costs	12,270	12,465
Office equipment and rentals	7,345	5,989
PCC committee	65,980	30,313
Postage and courier	6,990	8,508
Printing	3,163	4,127
Registry	48,484	30,022
Repairs and maintenance	8,724	7,667
Staff travel and training	19,273	20,810
Telephone	13,659	12,580
Wages and benefits	479,699	490,708
	<u>978,090</u>	<u>957,699</u>
EXCESS OF REVENUES (EXPENSES)	<u>\$ 145,663</u>	<u>\$ 134,861</u>

See accompanying notes

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Changes in Net Assets

Year Ended December 31, 2016

	General Fund	Restricted Fund	2016	2015
NET ASSETS - BEGINNING OF YEAR	\$ 935,900	\$ 895,488	\$ 1,831,388	\$ 1,696,527
EXCESS OF REVENUES (EXPENSES)	140,286	5,377	145,663	134,861
NET ASSETS - END OF YEAR	<u>\$ 1,076,186</u>	<u>\$ 900,865</u>	<u>\$ 1,977,051</u>	<u>\$ 1,831,388</u>

See accompanying notes

SASKATCHEWAN COLLEGE OF PARAMEDICS

Statement of Cash Flow

Year Ended December 31, 2016

	2016	2015
OPERATING ACTIVITIES		
Excess of revenues (expenses)	\$ 145,663	\$ 134,861
Items not affecting cash:		
Amortization of capital assets	8,607	9,150
Amortization of intangible assets	38,640	37,213
	<u>192,910</u>	<u>181,224</u>
Changes in non-cash working capital:		
Accounts receivable	41,721	(40,321)
Accounts payable	4,255	(11,352)
Deferred membership fees	38,870	14,844
Prepaid expenses	(40,723)	6,800
Wages payable	(2,952)	9,948
Employee deductions payable	9,023	(4,835)
	<u>50,194</u>	<u>(24,916)</u>
Cash flow from operating activities	<u>243,104</u>	<u>156,308</u>
INVESTING ACTIVITIES		
Purchase of capital assets	-	(20,706)
Purchase of intangible assets	(102,770)	-
Transfer to restricted fund assets and reinvested earnings	(5,377)	(307,343)
	<u>(108,147)</u>	<u>(328,049)</u>
Cash flow used by investing activities	<u>(108,147)</u>	<u>(328,049)</u>
INCREASE (DECREASE) IN CASH FLOW	134,957	(171,741)
CASH - BEGINNING OF YEAR	<u>1,757,585</u>	<u>1,929,326</u>
CASH - END OF YEAR	<u>\$ 1,892,542</u>	<u>\$ 1,757,585</u>

See accompanying notes

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements

Year Ended December 31, 2016

1. NATURE OF OPERATIONS

Saskatchewan College of Paramedics is established under the Paramedics Act of Saskatchewan. The College is a registered not-for-profit and is exempt from income taxes. The College is a self-regulatory body who administer the membership qualifications for practicing paramedics in Saskatchewan.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

Revenue recognition and Fund accounting

Saskatchewan College of Paramedics follows the restricted fund method of accounting for contributions and has the following funds:

The General Fund reports the results of day- to-day operations of the College.

The Council has internally restricted the following funds:

- (a) Contingency fund - reports money set aside to provide for assistance to operations in the event of unforeseen circumstances.
- (b) Legal fund - reports money set aside to provide for assistance to operations for unusual legal issues effecting the members.
- (c) Capital reserve - reports money set aside for future capital purchases.
- (d) Projects fund - reports money set aside for future major projects that are outside the scope of the normal day-to-day operations of the College.
- (e) Research & development fund - reports money set aside for research and development work that supports the public interest, the College vision and mandate, health system developments, and paramedical practice.

Members are required to hold an annual membership license. The membership fees are recognized in the year in which the memberships are valid. A pro-rated fee is charged in the year of initiation.

Processing fees and other revenues are recognized in the year the service is provided. Investment income is recognized in the year earned in the related fund.

Contributions are recognized using the deferral method where restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Donated capital assets are recognized if the fair value can be reasonably estimated and amortized at the same rate as the asset.

(continues)

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements

Year Ended December 31, 2016

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial assets including cash, restricted fund assets and accounts receivable are reported at amortized cost.

Financial liabilities including accounts payable and accrued liabilities are measured at amortized cost.

Capital assets

Capital assets are stated at cost less accumulated amortization and are amortized over their estimated useful lives at the following rates and methods. In the year of acquisition a half-year of amortization is taken.

Equipment	20%	declining balance method
Computer equipment	30%	declining balance method
Furniture and fixtures	20%	declining balance method

The College regularly reviews its capital assets to eliminate obsolete items.

Intangible assets

The software license rights are being amortized on a straight-line basis over their estimated useful lives of five years. In the year of acquisition a half-year of amortization is taken.

3. RESTRICTED FUND ASSETS

	<u>2016</u>	<u>2015</u>
High interest savings account	\$ 900,865	\$ 895,488

4. LINE OF CREDIT

The College has a \$200,000 operating line of credit of which no amount was drawn as at December 31, 2016 (2015 - \$Nil). Bank advances on the line of credit bear interest at 4.700%.

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements

Year Ended December 31, 2016

5. CAPITAL ASSETS

	Cost	Accumulated amortization	2016 Net book value	2015 Net book value
Equipment	\$ 12,734	\$ 6,576	\$ 6,158	\$ 7,698
Computer equipment	46,322	32,726	13,596	19,422
Furniture and fixtures	17,277	12,315	4,962	6,203
	<u>\$ 76,333</u>	<u>\$ 51,617</u>	<u>\$ 24,716</u>	<u>\$ 33,323</u>

6. INTANGIBLE ASSETS - SOFTWARE

	2016	2015
Computer software and registry system	\$ 288,835	\$ 186,065
Accumulated amortization	(196,342)	(157,702)
	<u>\$ 92,493</u>	<u>\$ 28,363</u>

7. RESTRICTED FUNDS

	Opening	Interest Income	Transfer	2016 Ending
Contingency fund	\$ 200,000	\$ -	\$ -	\$ 200,000
Legal fund	300,000	-	-	300,000
Capital reserve fund	141,210	-	(102,770)	38,440
Projects fund	150,000	-	-	150,000
Research & development fund	85,000	-	-	85,000
Unallocated restricted fund	19,278	5,377	102,770	127,425
	<u>\$ 895,488</u>	<u>\$ 5,377</u>	<u>\$ -</u>	<u>\$ 900,865</u>

Transfers from the General fund to the above funds are based on Board approved motions during the fiscal year.

Investment income earned on the restricted funds is not allocated to the particular funds as it is available to all funds when required.

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements

Year Ended December 31, 2016

8. CONTRACTUAL OBLIGATIONS

Subsequent to the yearend, the lease for the office premises expires September 2017 and the College agreed to renew for a ten year term expiring September 2026. In addition the College has a commitment for office equipment leases which expire September 2018. Total lease commitments in the year are as follows:

	Office Equipment	Premises Rental	Total
2017	\$ 3,438	\$ 49,680	\$ 53,118
2018	2,578	51,345	53,923
2019 - 2026	-	453,975	453,975
	<u>\$ 6,016</u>	<u>\$ 555,000</u>	<u>\$ 561,016</u>

9. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and management is responsible to monitor, evaluate and manage these risks. The following analysis provides information about the College's risk exposure and concentration as of December 31, 2016.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The College is not exposed to credit risks as the due date for membership renewal is a month before membership expires and members must renew their memberships to remain in good standing with the college.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, and accounts payable. Through budgetary and other fiscal management it is management's opinion that the College does not have significant exposure to liquidity risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the College manages exposure through its normal operating and financing activities. The College is exposed to interest rate risk primarily through its rates on invested funds and line of credit. As the College does not have any external commitments imposed on the earnings of the restricted funds, their exposure to this risk is minimal.

SASKATCHEWAN COLLEGE OF PARAMEDICS

Notes to Financial Statements

Year Ended December 31, 2016

10. CORRESPONDING FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation. There has been no change in previously reported total assets, liabilities, net assets, total revenues or total expenses as a result of the reclassification.