

**Saskatchewan College of Paramedics**  
**Consensual Complaint Resolution Agreement**

BETWEEN:

**Kerry Gardner, ACP, Registry No. 13932 (the Member)**

AND:

**THE PROFESSIONAL CONDUCT COMMITTEE (The PCC) OF THE SASKATCHEWAN COLLEGE OF PARAMEDICS (The College)**

**Whereas** the Saskatchewan College of Paramedics received a certificate submitted by a primary care paramedic (PCP) on July 6, 2021, as a requirement on a license restriction. It was determined that this certificate was a replica and not issued by the organization indicated on the certificate. The Member then gave this replica certificate to the PCP to use to meet the requirements of the restricted license. The Member's activities and behaviors constitute Professional Misconduct and/or Professional Incompetence; and

**Whereas** the complaint was referred to the PCC for review and investigation in accordance with subsection 27(1) of *The Paramedics Act*; and

**Whereas** the evidence obtained by the PCC during the investigation establishes that the Member failed to adhere to the Professional Code of Conduct; and

**Whereas** as a result of the investigation, the PCC is of the opinion that the Member would be found guilty of Professional Misconduct and/or Professional Incompetence, as these terms are defined in sections 24 and 25 of *The Paramedics Act*, on the grounds that on July 6, 2021, the Member failed to meet the responsibilities to the profession by providing a replicated certificate and is therefore displaying conduct harmful to the public and/or profession and is in breach of the bylaws of the College; and

**Whereas** The Member has been engaged and cooperative throughout the course of this investigation; and

**Whereas** the PCC is of the opinion that no further action with respect to the matter under investigation is warranted because the Member and the PCC have consented to its resolution on the terms contained in this agreement.

Now, therefore, the PCC and the Member agree as follows:

**1. Terms and Undertakings**

1.1. The Order remains in effect until the Member has completed the undertakings set out in paragraph 1.3. have been satisfactorily completed. This shall be no more than one year from the date the PCC has signed the agreement.

1.2. The Member acknowledges and understands the seriousness of following his responsibilities and obligations as contained in the Code of Professional Conduct and understands that as a paramedic, he is required to behave in a manner that is beyond reproach and to conduct and present in such a manner so as to encourage and merit the respect of the public for members of the profession.

1.3. The Member undertakes to:

- (a) Review the College's Professional Code of Conduct within 1 month of signing this agreement; and

- (b) At the Member's own expense, complete the MacEwan University Professionalism in Paramedicine course within 6 months of signing this agreement; and
- (c) Provide to the Chair of the PCC an essay of not less than 1200 words and containing at least three formal references, discussing the purpose and importance of the College's Code of Professional Conduct, and the purpose and importance of certificate issuance and certificate security, and demonstrating an understanding of the correct process of roster submission for [REDACTED] within 6 months of signing this agreement; and
- (d) Pay costs related to the investigation of \$950.00, within 12 months signing this agreement.

## 2. Disclosure and Notification

- 2.1 Disclosure of this agreement shall be in accordance with *The Paramedics Act* and the College's policies that may exist from time to time.
- 2.2. The existence of this agreement between the College and the Member shall be recorded on the register of the College until the term of the agreement expires.
- 2.3. The PCC and the Executive Director of the College shall receive and keep a signed copy of the agreement for their records.
- 2.4. [REDACTED] will be provided with a copy of the agreement.
- 2.5. The Member's employer will be provided with a copy of the agreement.
- 2.6. Any Canadian paramedic regulator may be notified of the agreement.
- 2.7. This agreement will be posted to the College's website.


## 3. Consequences of Breach of Undertaking

- 3.1. The Member acknowledges and understands that, if the PCC has reason to believe the Member has breached an undertaking contained in this agreement, the PCC will investigate the matter as a new complaint in accordance with *The Paramedics Act*.

## 4. Conclusion of Undertaking

- 4.1. If the PCC is satisfied that the Member has substantially complied with the terms and undertakings in this agreement, the PCC will consider the undertakings to be concluded and shall inform the Member in writing that:
  - 4.1.1. The Member's compliance with the terms and undertakings have been satisfactory; and
  - 4.1.2. The notation on the register regarding this agreement has been removed.

This agreement was signed by the Member on the 20 day of APRIL, 2022.

  
\_\_\_\_\_  
Kerry Gardner  
Registry Number 13932

\_\_\_\_\_  
Witness

This agreement was signed on behalf of the PCC on the \_\_\_\_\_ of \_\_\_\_\_, 2022.

\_\_\_\_\_  
Brian Hyland  
Chair, Professional Conduct Committee  
Saskatchewan College of Paramedics

\_\_\_\_\_  
Witness