

Saskatchewan College of Paramedics Consensual Complaint Resolution Agreement

BETWEEN:

Jamie McCallum, Primary Care Paramedic, Registry No. 47984 (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 complaint on May 19, 2022, regarding the Member's interactions with her colleague on January 4, 2022. The concerns raised are that the Member made comments to her colleague, while in the workplace, that were both unprofessional and inappropriate. The comments qualified as verbal behavior that offended and humiliated her colleague and were unwarranted.

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 engaged in activities which most likely constitute professional misconduct. Specifically, the Member's comments on January 4, 2022, were inappropriate and unprofessional. The investigation indicates several parties were interviewed and the Member had on numerous occasions made comments or remarks in the workplace that were not deemed professional by her colleagues.

Whereas the PCC concluded that the Member would likely be found guilty of professional misconduct in that their actions compromised conduct that is harmful to the best interests of the public; and/or the members; and/or the standing of the profession. Any conduct that is harmful to the best interests of the public; and/or the members; and/or that tends to harm the standing of the profession is professional misconduct.

Section 10 of the College's Regulatory Bylaws requires that every Member must comply with the Code of Professional Conduct. A breach of the Code is therefore a breach of the bylaws, and a breach of the bylaws is professional misconduct as defined in clause 25(c) of *The Paramedics Act*; and

Whereas the PCC is of the opinion that a disciplinary hearing is not warranted in this case; and

Whereas the PCC is of the opinion that no further action with respect to the matter under investigation is warranted because the Member has cooperated throughout the course of the investigation, and the Member and the Complainant 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 This Agreement remains in effect until all the conditions outlined in the undertakings described in paragraph 1.3 have been satisfactorily completed. This shall be no more than one year from date the PCC has signed the agreement.

1.2 The Member acknowledges and understands the seriousness of their responsibilities and obligations as contained in the Code of Professional Conduct and understands that as a paramedic they are required to behave in a manner that is beyond reproach and to conduct and present oneself 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 SCoP's Code of Professional Conduct within 1 month of the signing of 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 1500 words and containing at least three formal references, discussing the purpose and importance adhering to the Code of Professional Conduct, the importance of professionalism and the reasons why Professional Misconduct is harmful to the best interests of the public and/or the members; and/or the standing of the profession, within 9 months of signing this agreement; and

(d) Pay costs related to the investigation of \$2250.00, within (12) months of the signing of 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. The College shall mail a copy of this agreement to the Member.

2.5. Any Canadian paramedic regulator may be notified of the agreement.

2.6. This agreement will be posted to the College's website, until the completion of all terms outlined in section 1.3.

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 21 day of February, 2023.




Jamie McCallum
Registry Number 12537



Witness

This agreement was signed on behalf of the PCC on the 01 of March, 2023.



Ron Colin
Chair, Professional Conduct Committee
Saskatchewan College of Paramedics

Witness