

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

BETWEEN:

Miranda Munn, Primary Care Paramedic, Registry No. 13419 (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 April 28, 2023, regarding the termination of Member, Miranda Munn's employment with [REDACTED] [REDACTED] for the reasons outlined below:

- 1. Inappropriate use of Employer Time and Resources*
- 2. Misrepresenting worked hours*
- 3. Misrepresenting mileage claims*
- 4. Misrepresenting client visits and the hours assigned*
- 5. Inappropriate communication*
- 6. Insubordination*
- 7. Theft*
- 8. Accessing unauthorized work areas/facilities*
- 9. Utilizing another employee's access card*

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 and/or Professional Incompetence. Specifically, the Member did not uphold her responsibilities outlined in the Code of Professional Conduct.

Whereas the PCC concluded that the Member would most likely 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 the Member's actions deviated from the expected professional standards defined in the Code of Professional Conduct; more precisely, the Member did not adhere to the Principles of Ethical Behavior for all Members or the Responsibilities to the Profession.

Professional Misconduct is 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.

Professional Incompetence is conduct that includes a display of a lack of knowledge, skill or judgment to an extent that demonstrates the Member may be unfit to continue in the practice of the profession; and provide services that are ordinarily delivered as part of the practice of the profession and/or a disregard for the welfare of a Member of the public to the extent that a Member may be unfit to continue in the practice of the profession or provide services delivered as a part of the practice of the profession.

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 section 25 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.

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 College's Professional Code of Conduct within 1 month of signing this agreement; and
- (b) At the Member's expense, successfully complete the MacEwan University Professional Responsibilities for Paramedicine Course, within (4) months of signing this agreement; and
- (c) The Member shall provide to the Chair of the PCC, a reflective essay of not less than 1500 words and containing at least three formal references, discussing the purpose and importance of the College's Code of Professional Conduct, as well as the reasons why Professional Misconduct and/or Professional Incompetence are harmful to the best interests of the public and/or the members; and/or the standing of the profession, within (6) months of signing this agreement; and
- (d) Pay costs related to the investigation of \$1620.00, 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 __ day of _____, 2023.

Miranda Munn 13419
Registry Number

Witness

This agreement was signed by the Chair of the PCC on the __ day of _____, 2023.

Ron Colin

Witness