

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

BETWEEN:

Meagan Eldred, Primary Care Paramedic, Registry No. 47371 (the Member)

AND:

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

Whereas the College is the regulatory body for the profession of paramedics pursuant to *The Paramedics Act*; and

Whereas at all times, the Member was a regulated Member of the College; and

Whereas the Saskatchewan College of Paramedics received a written self-reported complaint on May 5, 2023, concerning the Member and relating to the following alleged misconduct:

- While both on-duty and off-duty, the Member and her husband, also a Member of the College, entered an EMS station and removed controlled medications from the drug safe.
- [REDACTED]
- Multiple tanks of Entonox were missing from the EMS stations and were found at the Member's home.

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 their regulatory responsibilities and the Professional Code of Conduct, which prohibits theft, [REDACTED] and

Whereas during this investigation, the Member provided a statement to the College and admitted to the allegations, [REDACTED]

Whereas as a result of the investigation, the PCC is of the opinion 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 acknowledges and agrees she assisted in the theft of illegal drugs and equipment from her employer [REDACTED] including Ativan, Gravol, Toradol, Nitrous and Ketamine [REDACTED]. The Member agrees that such conduct constitutes Professional Misconduct and is deserving of sanction; and

Whereas The Member has been cooperative throughout this investigation and taken responsibility for her actions; and

Whereas the PCC is of the opinion that a referral to the Discipline Committee for a Hearing with respect to the matter under investigation is unwarranted 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 Consensual Complaint Resolution Agreement remains in effect for a period of 24 months upon returning to work as a paramedic.
- 1.2. The Member acknowledges and understands the seriousness of following her responsibilities and obligations as contained in the Code of Professional Conduct and understands that as a paramedic, she 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) Maintain an inactive paramedic license from the College until after the Executive Director of the College receives confirmation of satisfactory completion of [REDACTED] for the [REDACTED]

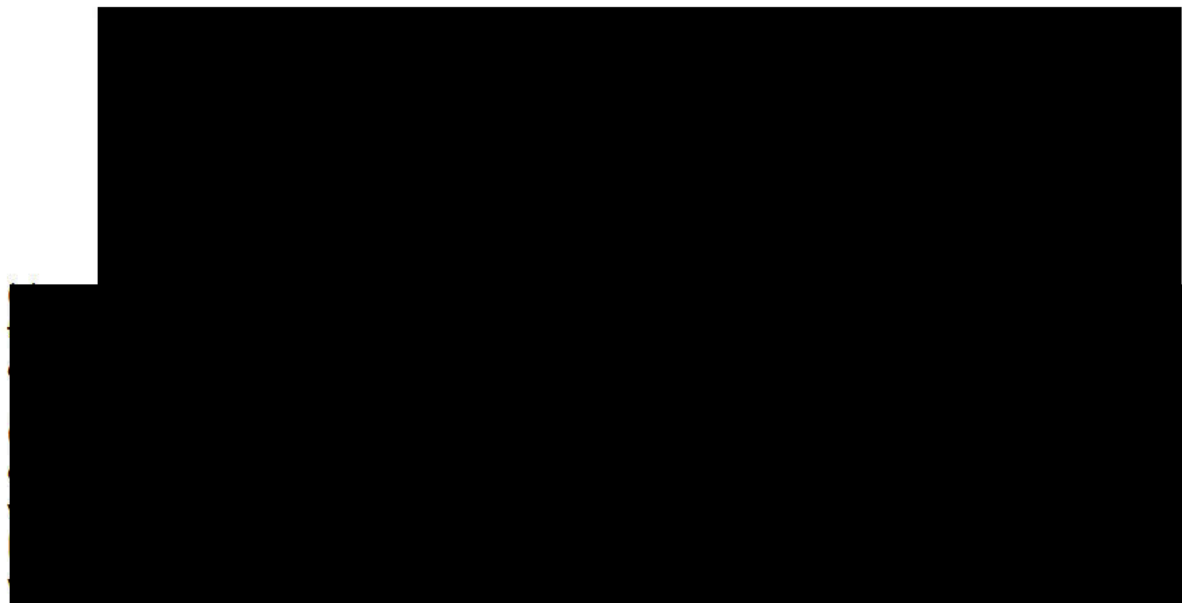
the following terms are met:

(i) Prior to returning to work as a paramedic, shall arrange for a written report from a [REDACTED] and who is familiar with [REDACTED] as a paramedic and [REDACTED] and [REDACTED]

(ii) Prior to returning to work as a paramedic, shall arrange for a written report from a [REDACTED] this agreement, confirming the Member is fit to return to work as a paramedic; and

(iii) Prior to changing their status to practicing, the Member will meet the requirements of the College in place at that time.

(b) While this agreement remains in effect the Member shall, at her own cost continue [REDACTED]



(g) Prohibited from possessing, transporting, and administering any narcotic or other controlled substance until this agreement has ended; and

(h) The Executive Director of the College has received written confirmation from the Member's employer that policies and procedures are in place to prevent any further occurrences; and

(i) Pay costs related to the investigation of \$800.00 to be paid within 2 years of signing this agreement.

(j) Immediately notify the Executive Director of the College in writing of any change of employment as a paramedic or any leave of absence greater than one month; and

(k) The College shall provide a copy of this agreement to any current and potential future paramedic employer.

## **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. Any Canadian paramedic regulator may be notified of the agreement.

2.5. 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 \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Meagan Eldred 47371  
Registry Number

\_\_\_\_\_  
Witness

This agreement was signed on behalf of the PCC on the \_\_\_\_\_ of \_\_\_\_\_, 2023.

\_\_\_\_\_  
Ron Colin  
Chair, Professional Conduct Committee  
Saskatchewan College of Paramedics

\_\_\_\_\_  
Witness