

IN THE MATTER OF *THE PARAMEDICS ACT* AND BYLAWS
-AND-
IN THE MATTER OF A COMPLAINT DATED NOVEMBER 27, 2024 AGAINST
CONNOR BABER, A MEMBER OF THE SASKATCHEWAN COLLEGE OF
PARAMEDICS

DECISION

Saskatchewan College of Paramedics

DISCIPLINE COMMITTEE

Discipline Committee Members:

Joel Gritzfeld, MPA, BA Public Representative, Chair

Jim Bandola, Advanced Care Paramedic (ACP)

Rachel Tyler, Advanced Care Paramedic (ACP)

Jesse Dunsing, Advanced Care Paramedic (ACP)

Mary-Lou Deck, Public Representative

Faith Baron, Stevenson Hood Thornton Beaubier LLP, counsel for the Discipline Committee

Appearing for the Professional Conduct Committee: Merrilee Rasmussen, Rasmussen & Co.

Appearing for the Member: Toni A. Perrault, McKercher LLP

A. INTRODUCTION

1. On or around May 15, 2024, the Saskatchewan College of Paramedics (the “**College**”) received a self-report from Connor Baber, a member of the College (the “**Member**”). The self-report relates to incidents that occurred on or around March 30, 2024, during and following a shift worked by the Member for Medavie Health Services West (“**Medavie**”) in Saskatoon. The College was advised that the Member had been suspended with pay while Medavie investigated the complaint and then the Member was suspended without pay for four (4) days as a result of the investigation.
2. The Formal Complaint alleges that:

The Member is guilty of professional misconduct contrary to section 25 of *The Paramedics Act*, in that, on or about March 30, 2024, he used personal information obtained from a patient while responding to a call to later contact that patient privately on a social media application and exchanged inappropriate messages with her of a sexual nature.

3. The Member's licence was suspended on October 29, 2024, by order of the Executive Director of the College until final disposition of the complaint by the Discipline Committee. It was later replaced on November 28, 2024, by an order that imposed conditions on the Member's licence.
4. A Notice of Hearing was sent to the Member on December 19, 2024. The Member and the PCC submitted an Agreed Statement of Facts and Joint Penalty Submission signed by the Member and the PCC on December 19, 2024 (the "**Agreed Statement of Facts and Joint Penalty Submission**"). The Discipline Committee convened on January 13, 2025, to hear and determine the matter.

B. FACTS

5. The Agreed Statement of Facts and Joint Penalty Submission sets out the background facts of the events that led to the complaint, as agreed to by the Parties. This document is attached as Appendix A to this decision, hence there is no need to reproduce it here. The Member agreed that his conduct regarding the events described in the Agreed Statement of Facts constitutes professional misconduct contrary to *The Paramedics Act* and has entered a plea of guilty to the formal complaint.

C. ISSUES FOR DETERMINATION

6. The Discipline Committee identified the following issues for determination:
 - a) Whether, in light of the facts and circumstances of this case, the Discipline Committee finds the Member guilty of professional misconduct?
 - b) If the answer to the above is in the affirmative, whether the Discipline Committee accepts the joint penalty proposed in the Joint Penalty Submission as appropriate in the circumstances?

D. ANALYSIS

7. As noted above, the Member admitted the charge against him as contained in the Formal Complaint. In doing this, he admitted that his conduct regarding the events described in the Agreed Statement of Facts constituted professional misconduct contrary to section 25 of *The Paramedics Act*. The Discipline Committee accepts this and finds the Member guilty of professional misconduct.

E. JOINT SUBMISSION ON PENALTY

8. The Joint Penalty Submission is as follows:
 - a. He shall be reprimanded;

- b. He shall satisfactorily complete, at his own cost, within 24 months of the date of the Discipline Committee's order:
 - i. the PROBE Ethics and Boundaries Course; and
 - ii. the HIPA Boot Camp class provided by the College;
 - c. He shall pay a fine in the amount of \$2,000.00 to be paid within 24 months of the date of the Discipline Committee's Order;
 - d. He shall not contact patients or former patients in any manner and specifically not on social media;
 - e. He shall arrange with his employer(s) to provide a report relating to his conduct to the College every two months for a period of 2 years commencing on the date of the Discipline Committee's order; and
 - f. He shall pay the actual costs incurred by the College in relation to this matter, as certified by the Executive Director, within 24 months of the date of the Discipline Committee's order.
9. In *Rault v. Law Society of Saskatchewan*, 2009 SKCA 81, the Saskatchewan Court of Appeal held that a discipline committee must consider joint submissions on penalty unless it can be demonstrated that they are unfit, inappropriate, unreasonable and/or contrary to the public interest. See also *Pankiw v. Board of Chiropractors' Association of Saskatchewan*, 2009 SKQB 268.
 10. Counsel for the Professional Conduct Committee (the "PCC") submitted that the Member has acknowledged his conduct and cooperated with these proceedings. Counsel for the Member stated that he is regretful and has apologized. Both parties requested that the Discipline Committee accept the Joint Penalty Submission.
 11. The Discipline Committee considered that the Member self-reported but noted also that it was at the urging of his employer and there was some delay in doing so. Further, the details in the self-report did not match what was found in the investigation.
 12. In addition, the Member had been disciplined in the past for unrelated but relatively serious misconduct. On November 28, 2022, the College had received a Member's Skills Reporting Form (the "**Reporting Form**") for license renewal that appeared to have not been signed by the trainer who allegedly signed it. The Member confirmed that he had forged the signature of his trainer on the Reporting Form in order to meet the submission deadline. As a result, the Member entered into a Consensual Complaint Resolution Agreement ("**CCRA**") on June 13, 2023, with the PCC. The Member has fulfilled the undertakings of the CCRA.
 13. Contacting a patient directly on social media and having an inappropriate exchange with her is reprehensible, as is the pattern of lying displayed by the Member, but the Discipline Committee was satisfied that the penalty is appropriate. The coursework selected for completion will address those areas of practice that require improvement by the Member. The fine and costs award provides specific and general deterrence against this type of

misconduct in the future. The monitoring and reporting requirements will also encourage the Member to ensure this does not happen again and will provide a measure of protection to the public. The Member is early in his career and, while his behaviour requires correction, the Discipline Committee was satisfied that the Joint Penalty Submission is appropriate and reasonable.

14. The Discipline Committee communicated its decision to accept the Joint Penalty Submission to the Member and the PCC on the day of the hearing, with written reasons to follow. It was clarified that the decision and order was formally made on January 13, 2025, and the Member therefore has until January 13, 2027, to complete the requirements of the penalty.

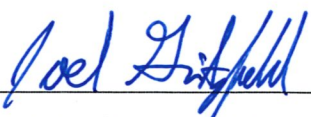
F. ORDER

15. The Discipline Committee therefore orders that:

- a. The Member be reprimanded;
- b. The Member shall satisfactorily complete, at his own cost, within 24 months of the date of the Discipline Committee's order:
 - i. the PROBE Ethics and Boundaries Course; and
 - ii. the HIPA Boot Camp class provided by the College;
- c. The Member shall pay a fine in the amount of \$2,000.00 to be paid within 24 months of the date of the Discipline Committee's Order;
- d. The Member shall not contact patients or former patients in any manner and specifically not on social media;
- e. The Member shall arrange with his employer(s) to provide a report relating to his conduct to the College every two months for a period of 2 years commencing on the date of the Discipline Committee's order; and
- f. The Member shall pay the actual costs incurred by the College in relation to this matter, as certified by the Executive Director, within 24 months of the date of the Discipline Committee's order.

16. The Discipline Committee commends the efforts of the parties to bring this matter to a satisfactory conclusion.

Dated at the City of Moose Jaw in the Province of Saskatchewan this 10th day of February, 2025.



JOEL GRITZFELD, MPA, BA,
Chair, Discipline Committee