



Complaints Investigation Committee Decision

Public Censure – CPMB Former Registrant Kelsey French (12277)

In The Matter of: The Regulated Health Professions Act, S.M.2009, c. 15

And in The Matter of: Kelcey French, a former member of the College of Paramedics of Manitoba

To: Kelcey French

TAKE NOTICE that the Complaints Investigation Committee (CIC) of the College of Paramedics of Manitoba resolves and hereby Censures the former registrant with respect to:

Failing to comply with their professional obligation and responsibilities related to the College of Paramedics of Manitoba Code of Ethics:

- Practice in accordance with the scope of practice, standards of practice, and reserved acts as specified by regulation and the College of Paramedics of Manitoba Standards of Practice
- Provide high quality patient care, including physical comfort and emotional support, to the extent that the paramedic is reasonably able to do
- Demonstrate patience, compassion, courtesy and respect
- Practice in accordance with The Regulated Health Professions Act, College of Paramedics of Manitoba General Regulation, the Practice of Paramedicine Regulation, and other relevant legislation
- Honour the profession by ensuring that their conduct reflects positively on the integrity of the profession

Failing to comply with their professional obligation and responsibilities related to the College of Paramedics of Manitoba Standards of Practice for the Paramedic Profession:



- Being accountable for the provision of care, advice provided, any failure to act, and any errors committed.

In accordance with section 102(1)(d) of *The Regulated Health Professions Act* (the "RHPA"), CIC resolves to censure the former member as a record of its disapproval of the fact that the member did not honour the Code of Ethics and violated Standards of Practice for the Paramedic profession.

CIC established authority for reviewing the matter noting that at the time of the incident the registrant was a licensed paramedic and at the time of receiving the complaint the registrant had a certificate of practice with the College of Paramedics of Manitoba.

Censure creates a disciplinary record which may be considered in the future by CIC or an Inquiry Committee when determining the action to be taken following an investigation or hearing.

In accordance with section 104 (2) of the *Regulated Health Professions Act* the Censure will be available to the public and a description of the circumstances that lead to the Censure will also be available to the public.

Facts

On October 7, 2021, a call was dispatched that resulted in the Former Registrant and other employees of the service, being deployed to attend an individual requiring assessment, management and treatment arising from a health emergency.

Subsequently, The College received a complaint expressing concern that care was not provided to a member of the public. An employer report was also received by the College that identified a suspension was administered due to failure to provide expected care and interfering with an employer investigation. This report was received by the College in accordance with the employer's obligation under section 168 (1) of the *Regulated Health Professions Act*.

CIC determined the registrant failed to work in a collaborative relationship with other emergency providers resulting in delay in providing care in a timely manner.

The College of Paramedics of Manitoba has a responsibility to protect the public interest by regulating the practice of paramedicine in Manitoba in accordance with the Regulated Health Professions Act and the College of Paramedics of Manitoba General Regulation. All



Members of the College are expected to uphold the Standards and Ethics of the profession and practice in accordance with the Standards of Practice for the Paramedic Profession.

The College of Paramedics of Manitoba Code of Ethics includes provisions related to the members' responsibility to the Profession. This includes the necessity for members to ensure that their conduct reflects positively on the integrity of the profession, and that their conduct fosters respect and professional and positive work and learning environments. Members are expected to participate in matters of concern brought to their attention and to cooperate in all employer discipline matters.

The investigated member agreed to the Public Censure on June 21, 2023. On July 28, 2023, the investigated member submitted a letter to CIC, requesting the committee review the letter. The letter was reviewed by CIC at the August 15, 2023, meeting. The committee was pleased to learn the investigated member had completed a great deal of reflection on the entire matter and had learned lessons that will continue to be applied to his employment role. CIC now consider the matter closed through the publication of the registrant's name and the censure.