



Complaints Investigation Committee Decision

Public Censure – CPMB Registrant Tiana Charban (13380)

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

And in The Matter of: Tiana Charban, a member of the College of Paramedics of Manitoba

To: Tiana Charban,

In accordance with section 102(1)(d) of *The Regulated Health Professions Act* (the "RHPA"), CIC resolves to censure the 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.

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.

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

Neglecting to uphold 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,
- Once accepting responsibility for a patient or initiating the provision of patient care, continue provision of care until it is no longer required or until another appropriately qualified health care professional accepts responsibility of care,
- Respect and maintain appropriate relationship boundaries,
- Honor the profession by ensuring that their conduct reflects positively on the integrity of the profession,
- Exhibit conduct that always meets the requirements of the health, legal and professional boundaries of the profession,
- Foster respectful, professional, and positive work and learning environments,
- Comply with approved operational policies and procedures,
- Maintain impartiality and recognize conflicts of interest.

Neglecting to uphold their professional obligation and responsibilities related to the College of Paramedics of Manitoba Standards of Practice for the Paramedic Profession:

- Be knowledgeable about the effects, side effects, interactions and safe administration of medications in the provision of care;
- Establish and continuously developing critical and clinical judgement;
- Use clinical and professional judgement to ensure informed consent and informed refusal of care; and
- Ensure knowledge of relevant legislation, regulations, code of ethics, standards of practice and understanding how to interpret and apply them to your practice of paramedicine.



Facts

In or around September 5, 2023, while on duty directed partner to stop at a family members home and administer pain relief medication to a family member and utilized the medical supplies taken from the ambulance. Dispatch or the superintendent were not advised of this redirection. Medical supplies intended for the administration of an Intravenous were also removed from stock at the EMS station without approval. Those medication supplies taken were intended for personal use. Neither incident was self-reported to employer.

Subsequently, an employer report was received by the College due to concerns raised to the employer related to member's workplace conduct. This report was received by the College in accordance with the employer's obligation under section 168 (1) of the *Regulated Health Professions Act*.

Upon Investigation, CIC has determined the registrant acknowledged that she showed poor judgement by taking departmental supplies and medication to treat themselves, and a family member in a situation where there was no assigned call for service. The care that took place was not reported, was not in their call area, no call for assistance for the person was made to local EMS and no documentation was completed. The registrant also requested their co-worker to not report.

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, fosters respect, professional, and positive work and learning environments.

The investigated member received the Censure on January 17, 2025. CIC now consider the matter closed through the publication of this document.