

IN THE MATTER OF: *The Paramedics Act, 2007, Ch. P-O.* and Gregory Lorne Sim

NOTICE OF HEARING

TO: GREGORY LORNE SIM
[REDACTED]
Regina, Saskatchewan
S4S 4A2

WHEREAS:

At all times material to the charges hereinafter set out you were on the Register and were a member of the Saskatchewan College of Paramedics, Corp. (SCOP);

At the time of the incidents outlined in the charges below, you were a member and held a licence from the SCOP to practice the duties of an emergency medical technician-paramedic in Saskatchewan;

The Professional Conduct Committee of the SCOP made a written report recommending that the Discipline Committee hear and determine the formal complaints as follows, that:

Charge Number 1

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

on or about April 7, 2009, were driving while impaired and charged pursuant to sections 255(1) and 253(1) a) of the Criminal Code. You failed to advise the SCOP that you were facing this criminal charge, contrary to the regulatory bylaw and the Code of Professional Conduct, Principle 2 (Honour the Profession), Responsibilities to the Profession (items 2, 3, 5 and 9).

Charge Number 2

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

did steal drugs and syringes that were the property of the [REDACTED] [REDACTED] on or between January 1, 2009, and May 30, 2009, and again on or about July 14, 2009. You consumed the drugs personally by self injecting. Regarding the theft of on or about July 14, 2009, you falsely stated to the hospital staff that you had already consumed all of the ten (10) vials stolen from the Emergency Department EMS office when in fact, you had hidden many vials in your vehicle located in the hospital parking lot.

Charge Number 3

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

did steal, on numerous occasions, Ativan and Midazolam, and syringes belonging to [REDACTED], Saskatchewan on or between May 16, 2009, and June 27, 2009, and did consume these drugs personally.

Charge Number 4

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

obtained, on June 26, 2009, vials of Versed under false pretences by misrepresenting to [REDACTED], RN, at the [REDACTED] Health Centre that you had authority from [REDACTED] to replace drug stock that had been given to a patient during the night, all of which was false. You did consume the drug personally thus, committing wrongful conversion of the drug.

Charge Number 5

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

between the dates of June 24, 2009, and June 26, 2009, were impaired by drugs while you were scheduled to work and as a result, failed to hear calls made to you and failed to act appropriately at work, and failed to be able to locate the PCR clipboard at [REDACTED] Hospital. Your impairment while on call put the public at risk.

Charge Number 6

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

on or about June 27, 2009, filed a false report with your employer, [REDACTED], stating that you had used some Midazolam (Versed) at [REDACTED] Hospital and then forgot to replace it. You did consume the drug personally.

Charge Number 7

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

on or about June 27, 2009, were discovered by your employer, [REDACTED], to have tampered with the Midazolam and Ativan vials in both ambulance units as well as the refrigerator in the office. You did personally use the drugs, refill some of the vials with saline water and re-glue the vials shut. The tampered vials found in unit 1755 were from the missing expired stock in the refrigerator. Some of the vials found were from the [REDACTED] EMS office. Your actions put the public at risk.

Charge Number 8

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

on or about July 2, 2009, were unlawfully in possession of eight (8) vials of Ativan and three (3) vials of Versed, which were found in your home at [REDACTED], [REDACTED], Saskatchewan. Some of these vials came from [REDACTED], and some from the [REDACTED] EMS office.

Charge Number 9

You, Gregory Lorne Sim, are alleged to be guilty of professional misconduct contrary to sections 25(a), (b) and (c) of *The Paramedics Act, 2007*, in that you:

on or about July 12, 2009, stole hospital scrubs, wore them, attended at the hospital pharmacy, wrongfully impersonated a medical student named [REDACTED], and falsely stated that you had been sent by a medical doctor to pick up 10 mL vials of Versed.

NOW THEREFORE TAKE NOTICE that the Discipline Committee will hear the charges and such evidence as may be tendered with respect to them starting at **0930** in the forenoon on **Monday, March 15, 2010** at the West Harvest Inn, 4025 Albert Street, **Regina, Saskatchewan**, and from day to day thereafter until the charge has been heard.

AND FURTHER TAKE NOTICE THAT at the said time and place you have the right to be present with counsel and a support person.

AND FURTHER TAKE NOTICE THAT, in default of you attending at the said time and place, the Discipline Committee may, on proof of service of this Notice on you and/or your legal counsel, proceed with the hearing of said charges, and the evidence with respect to them.

AND FURTHER TAKE NOTICE THAT, if the Discipline Committee finds you guilty of professional incompetence and/or misconduct, the Committee may order one or more of the following pursuant to section 31 of *The Paramedics Act, 2007*:

- (1)
 - (a) *that you be expelled from the College and that your name be struck from the register;*
 - (b) *that your licence be suspended for a specified period;*
 - (c) *that your licence be suspended pending the satisfaction and completion of any conditions specified in the order;*
 - (d) *that you may continue to practice, but only conditions specified in the order, which may include but are not restricted to an order that you:*
 - (i) *not do specified types of work*
 - (ii) *successfully complete specified classes or courses of instruction;*
 - (iii) *obtain medical or other treatment or counseling, or both;*
 - (e) *that you be reprimanded; or*
 - (f) *make any other order that the Discipline Committee considers just.*

In addition to an order made pursuant to subsection (1), the Discipline Committee may order:

- (2)
 - (a) *that you pay to the College within a fixed period:*
 - (i) *a fine in a specified amount not exceeding \$5,000;*
 - (ii) *the costs of the investigation and hearing into your conduct and related costs, including the expenses of the Professional Conduct Committee and the Discipline Committee, and costs of legal services and witnesses;*
 - (b) *where you fail to make payment in accordance with an order pursuant to clause (a) your licence may be suspended.*

DATED at Regina, Saskatchewan, this 11th day of February, 2010.



Lily A. Stonehouse, Executive Director
Saskatchewan College of Paramedics