

## **DISCIPLINE CASE SUMMARY**

**January 18, 2019**

**Allisyn Camche, SCPT # 1437**

### **Accusation of Professional Misconduct Related to Communication and Patient Management**

A complaint was received from the Director of Therapies of a hospital related to the conduct of the Member, who was an employee of the hospital.

The discipline hearing proceeded on an Agreed Statement of Facts and a Joint Submission on Penalty submitted by the Professional Conduct Committee and the Member.

In 2017, the Member unilaterally contacted a patient's physician three times to try to stop a discharge of a patient. The Member interrupted a meeting between the Nurse Manager and Assistant Director of Nursing, raised her voice and interrupted when the matter was being discussed.

Subsequently, the Member refused to follow the instruction of the Director of Therapies about not using the term "Parkinson's like" or other terms comprising diagnoses beyond the Member's scope of practice and the Member called the Director of Therapies instruction "ridiculous".

On a separate occasion, the Member raised her voice and exhibited frustration to a colleague during a patient handover prior to the Member leaving on vacation.

On a later date, the Member provided physical therapy services to a patient at the hospital while the Member was on sick leave from her physical therapy position. The Member failed to keep records of the physical therapy services provided.

In response to the allegations, the Agreed Statement of Facts indicates that the Member became concerned about the imminent discharge from hospital of a patient with whom she was familiar, and who had advised her repeatedly that she did not feel ready to leave the hospital. In accordance with Standard 2, performance expectation (m) of the Core Standards of Practice for Physical Therapists in Canada (the "Core Standards"), the Member took on the role of advocate for the patient by attempting to contact the patient's physician to express concern about the patient's scheduled discharge. The Member admits that she made several telephone calls to the patient's physician on the basis of her belief that it would be in the patient's interest to delay the discharge. The Member was unaware who made the decision to discharge the patient because, unlike the usual discharge planning scenario, a team meeting had not been held with respect to the discharge. The Member approached colleagues who were involved with the patient's care in another attempt to advocate for the patient's needs. In doing so, the Member knocked and was admitted to a meeting between the Nurse Manager and Assistant Director of Nursing. She voiced her concerns and interrupted the Nurse Manager when she tried to discuss the situation. The Member acknowledges that she should not have raised her voice and interrupted the Nurse

Manager when she tried to discuss the situation with her and in doing so she was in contravention of the Code of Ethics.

With regards the Member's reaction to criticism regarding the use of the term "Parkinson's like" to describe the patient's particular symptoms, the Member acknowledges that her reaction to this criticism was inappropriate and contrary to the Core Standards and the Code of Ethics.

With regards to concerns regarding a patient handover to a colleague, the Member noted that the colleague was accompanied by a student. The colleague inquired in depth about patient history and previous patient care beyond what would take place in a typical patient handover. The Member felt that her decisions regarding her care of the patient were being questioned. In hindsight, the Member believes that the colleague's probing questions were meant to provide a learning opportunity to the student. The Member acknowledges that she raised her voice and exhibited frustration to the colleague during the client handover, contrary to the Core Standards and the Code of Ethics.

With regards to the Member attending an inpatient at the hospital while on leave, the Member had made previous arrangements with the patient and his physician to provide dry needling therapy, a treatment technique that was not offered at the hospital, but that she utilized in the context of her private practice. Thereafter, the Director of Therapies called and left a message on Member's home voicemail that she was to refrain from providing services to patients in the hospital while on leave. The Member did not listen to the contents of the voicemail message. She was trying to avoid workplace conflict while on her stress leave and conflict with the Director of Therapies was known to exacerbate her distress. The Member provided dry needling therapy to the patient contrary to the instructions of the Director of Therapies as contained in the voicemail message. Although the Member ensured the attending nurse recorded her attendance and the therapy she provided, the Member did not personally keep records of the physical therapy services provided.

In the months leading up to the complaint, the Member was experiencing health issues. Workplace accommodations were provided to the Member, as recommended by her physician, because her symptoms were exacerbated by workplace conflict and the overall work environment. The Member acknowledged that her health issues did not excuse her actions. They did, however, contribute to inappropriate reactions to workplace conflict, specifically with the Director of Therapies, the Complainant. Shortly after returning to work, the Member was terminated from her employment, prior to the College complaint.

The Member, through her counsel, pled guilty to the charge set out in the formal complaint.

The Discipline Committee accepted The Joint Submission of Penalty as follows:

(a) The Member shall satisfactorily complete an ethics program approved by the Chair of the PCC, which may be an online program, within 12 months of the Discipline Committee's Order or

such further period of time as may be approved by the Chair of the PCC, and shall provide a certificate of completion to the College's Executive Director;

(b) The Member shall pay the sum of \$2,500 to the College within 12 months of the Discipline Committee's Orders as a contribution towards the cost of investigating the complaint; and

(c) If the Member fails to comply with any provision of the Discipline Committee's Order within the time provided, that her license shall be suspended on and from that date and until the provision of the Order is complied with.



Richard Bourassa

Chair

On behalf of Committee Members:

Judy Grant

Elyse Greenberg

Gordon Pullar

Scott Anderson