

College of Paramedics of Nova Scotia

Consent Reprimand

Norman, Lee
Baddeck, Nova Scotia
CPNS Registration Number: 29320

On November 27, 2020, the Investigation Committee of the College of Paramedics of Nova Scotia (CPNS) ordered, pursuant to section 67(6)(a)(i) of the *Paramedics Regulations*, and with the consent of Mr. Norman, that he receive a reprimand for failing to appropriately communicate and collaborate with other first responders.

It was alleged that while responding to a call in 2018 as a backup ALS crew, Mr. Norman immediately intervened in patient care without appropriately consulting or collaborating with others, including the first paramedic crew from whom he assumed responsibility. It was further alleged that he behaved in an aggressive and unprofessional manner towards other first responders on the scene, including the use of profanity. Mr. Norman believed that his intervention was appropriate under the circumstances and acknowledged that his language was “direct” but did not believe that he used profanity. Based on the information provided by the other individuals on the scene, the Committee was satisfied that Mr. Norman failed to appropriately collaborate with his colleagues and that his communication was unprofessional.

The Committee determined that under these circumstances, Mr. Norman’s breach of the *Standards of Practice* and the *Code of Ethics* was unprofessional, and that pursuant to s. 67(4)(g) of the *Regulations*, there is sufficient evidence that, if proven, would constitute professional misconduct. The Committee determined that a reprimand was the appropriate outcome in this situation.

On December 16, 2020, Mr. Norman consented to the reprimand.