

College of Paramedics of Nova Scotia

Consent Reprimand

BRIAND, Lawrence

Cape Breton Regional Municipality, Nova Scotia

CPNS Registration Number: 30428

On January 18, 2023, 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. Briand, that he receive a reprimand for failing to interact with colleagues in a professional manner and failing to provide professional leadership and supervision.

It was alleged that over a significant period of time, Mr. Briand engaged in a repeated pattern of inappropriate communication, bullying, and harassment of colleagues in his supervisory role. Mr. Briand's employer concluded that his conduct violated workplace policies and was an inappropriate use of authority. In the course of the CPNS investigation of this matter, Mr. Briand acknowledged some concerns; however, he denied many of the specific allegations. Based on the information provided by witnesses, the available documentation, and Mr. Briand's response, the Committee was satisfied that he breached the *Standards* and the *Code of Ethics* related to, *inter alia*, providing professional supervision, working collaboratively, and communication. The Committee noted that such conduct reflects poorly on the profession, negatively impacts the work environment, and can directly impact patient care by discouraging colleagues from seeking appropriate support and feedback.

The Committee determined that under these circumstances, Mr. Briand's breaches of the *Code of Ethics* and *Standards of Practice* were disgraceful, dishonourable, or 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 therefore determined that a reprimand was the appropriate outcome in this situation.

On March 1, 2023, Mr. Briand consented to the reprimand.