



Dr. Tshala TSHIYOMBO

Charges

Date Charge(s) Laid:	Nov. 24, 2017
Hearing:	Not Required
Charge(s):	Unprofessional Conduct
Outcome Date:	March 30, 2019

The Council of the College of Physicians and Surgeons directs that, pursuant to section 47.5 of **The Medical Profession Act, 1981**, the Discipline Committee hear the following charges against Dr. Tshala Tshiyombo, namely:

1. *You Dr. Tshala Tshiyombo are guilty of unbecoming, improper, unprofessional or discreditable conduct contrary to the provisions of Section 46(o) and/or section 46(p) of **The Medical Profession Act, 1981**, SS 1980-81, c M-10.1 and/or paragraphs 2, 9 and 52 of the Code of Ethics contained in Bylaw 7.1 of the Regulatory Bylaws of the College of Physicians and Surgeons of Saskatchewan, particulars whereof are that in the course of your professional practice in Saskatoon, you engaged in a pattern of inappropriate behaviour and rude and offensive communication with staff members and patients, and made threats to staff members.*

The evidence that will be led in support of this charge will include the following:

- a. *With respect to a former staff member referred to in this charge as Employee 1 (employed in or about 2012 or 2013) you yelled at her and criticized her in front of patients;*
- b. *You threw a stack of papers at Employee 1 in front of patients;*
- c. *When Employee 1 quit her employment, you took her truck keys out of her purse so she couldn't leave and threatened her that you would never give her a good reference and that you had a lot of power in the medical community;*
- d. *With respect to a former staff member referred to in this charge as Employee 2, you yelled at her and criticized her in front of patients;*
- e. *You told Employee 2 that First Nations people were dirty and wanted drugs;*
- f. *Employee 2 witnessed you yell and scream at patients and push patients out of the exam room;*
- g. *With respect to a former staff member referred to in this charge as Employee 3 (employed in or about 2014), you criticized her often;*
- h. *When Employee 3 handed in her resignation, you tore the document and placed it in the document shredder, telling her that you would call the police and threatening her with legal action;*
- i. *When Employee 3 handed in her resignation, you grabbed her head at the crown*

- and chin and twisted her head to force her to look at you;*
- j. With respect to a former staff member referred to in this charge as Employee 4 (employed in or about 2014), you threw pens or ripped paper on the floor and made her pick them up;*
 - k. You criticized and yelled at Employee 4 in front of patients and hung up the phone while Employee 4 was talking with patients;*
 - l. Employee 4 witnessed you make offensive comments about an East Indian patient in the waiting room;*
 - m. With respect to a former staff member referred to in this charge as Employee 5 (employed in or about 2012), you yelled at her in front of patients including during an incident on or about November 15, 2012;*
 - n. You told Employee 5 that if she left your employ, you would make sure she never got another job in the medical field;*
 - o. You told Employee 5 that if she didn't lie about the reasons for another employee's departure from the clinic, she would be fired;*
 - p. Once Employee 5 resigned her employment, you sent her text messages threatening small claims court and criminal action related to a dispute over a password for medical files;*
 - q. With respect to a patient referred to in this charge as Patient 1, she had attended to see you for a meet and greet appointment in or about the fall of 2013. You told her she talked too much and that you would not take her as a patient. After she left the office, you had the receptionist call her back, at which time you held the door closed so Patient 1 could not leave, and you told her not to speak to your staff about you. You prevented Patient 1 from leaving when she asked you to open the door;*
 - r. With respect to a former staff member referred to in this charge as Employee 6 (employed in or about 2016), you yelled and swore at her when she made mistakes, often in front of patients;*
 - s. With respect to a staff member referred to in this charge as Employee 7, you yell at her on occasion in front of patients. Employee 7 has also witnessed you throw things on the floor.*
 - t. With respect to a former staff member referred to in this charge as Employee 8 (employed in or about 2010 and 2011), you yelled at her in front of patients that she was not doing her job right.*
2. *You Dr. Tshala Tshiyombo are guilty of unbecoming, improper, unprofessional or discreditable conduct contrary to the provisions of Section 46(o) and/or section 46(p) of **The Medical Profession Act, 1981**, SS 1980-81, c M-10.1 and/or paragraph 46 of the Code of Ethics contained in Bylaw 7.1 of the Regulatory Bylaws of the College of Physicians and Surgeons of Saskatchewan, particulars whereof are that in the course of your interview by the preliminary inquiry committee on or about September 19, 2017, you knowingly provided false information to the preliminary inquiry committee.*

The evidence that will be led in support of this charge will include the following:

- a. You advised the preliminary inquiry committee ("PIC") that while practising in Wadena, you were involved in a conflict with several nurses who accused you of being demanding and tough on them;*

- b. You advised the PIC that you had complained about the quality of the nurses' work performance to the senior medical officer, Dr. Huber, and that he had investigated the matter;*
- c. You advised that Dr. Huber cleared you of all complaints, and that he had asked you to go to work in Humboldt;*
- d. One or more of those statements was untrue.*