



Dr. Tshala TSHIYOMBO

Council Decision

Date Charge(s) Laid:	Nov. 24, 2017
Outcome Date:	March 30, 2019
Hearing:	Not Required
Disposition:	Reprimand, Conditions, Costs

The Council of the College of Physicians and Surgeons imposes the following penalties on Dr. Tshala Tshiyombo pursuant to The Medical Profession Act, 1981:

- 1) Pursuant to section 54(1)(e) of *The Medical Profession Act, 1981*, the Council hereby reprimands Dr. Tshiyombo. The format of that reprimand will be determined by the Council.
- 2) Pursuant to section 54(1)(g) of *The Medical Profession Act, 1981*, Council requires that Dr. Tshiyombo successfully complete the Saegis modules Successful Patient Interactions and Effective Team Interactions, and provide proof of completion of both. These courses are to be completed within six months.
- 3) Pursuant to section 54(1)(g) of *The Medical Profession Act, 1981*, Council requires that Dr. Tshiyombo successfully complete the Saegis Clinical Communication Program, and provide proof of completion. This program is to be completed at the first available date.
- 4) Pursuant to section 54(1)(i) of *The Medical Profession Act, 1981*, the Council directs Dr. Tshiyombo to pay the costs of and incidental to the investigation and hearing in the amount of \$15,695.75 over a period of 6 months commencing March 30, 2019. Such payment shall be made in full by September 30, 2019.
- 5) Pursuant to section 54(2) of *The Medical Profession Act, 1981*, if Dr. Tshiyombo should fail to pay the costs as required by paragraph 4, Dr. Tshiyombo's licence shall be suspended until the costs are paid in full.
- 6) The Council reserves to itself the right to reconsider and amend the time within which payment of costs must be made set out in paragraph 4, and the right to reconsider and amend the requirements of the retraining or education set out in paragraphs 2 and 3. Such reconsideration shall only be done if requested by Dr. Tshiyombo.

Dr. Tshiyombo,

On the 14 of March, 2019 the Council of the College of Physicians and Surgeons of Saskatchewan accepted your admission of guilt to charges of unbecoming, improper, unprofessional or discreditable conduct. As a component of the penalty, a formal reprimand was ordered.

You, Dr. Tshala Tshiyombo, having been found guilty of professional misconduct while practicing medicine in the province of Saskatchewan are hereby reprimanded by the Council of Physicians and Surgeons of Saskatchewan.

The Council considered several factors of your misconduct. You criticized your employees in front of patients and in a rude and threatening manner. You threatened several resigning employees that you would make sure they never got another job in the medical field. On several occasions you physically threw things at employees and on one occasion grabbed an employee's head and twisted her head to force her to look at you. You were witnessed to make several offensive remarks about patients of East Indian and First Nation ancestry. You also lied to the Preliminary Inquiry Committee.

The pattern of behavior you demonstrated showed a complete lack of insight in your ability to communicate with co-workers and patients in a constructive and professional manner. Throwing pens and paper on the floor is childish behavior at best and should never be expected behavior by a medical professional. To physically touch and turn someone's head, when not invited to do so, could have resulted in assault charges. The yelling, offensive comments, and threats, severely undermine the professional integrity of the profession.

The Council was pleased that you have already started remediation. You state that you have completed 2 Saegis courses and we look forward to receiving proof of completion of the entire Saegis modules, Successful Patient Interactions and Effective Team Interactions, that the Council has required you to complete. Council is also pleased that you have engaged with the Physician Health Program. The

Council is hopeful that your remediation will provide you the necessary tools to improve your interactions with patients and staff.

Council of the College of Physicians and Surgeons of Saskatchewan