

Investigation complete into workplace behaviour

Message from Donald Sanderson, CEO, West Parry Sound Health Centre - 13 April 2018

It is known that West Parry Sound Health Centre has been investigating complaints by some staff related to the behavior of Dr. Bill Smyth in the Surgical Services Department. As a result of these complaints, the health centre immediately brought in a third-party expert to hear directly from staff and provide an objective assessment. The results of that investigation have concluded that Dr. Smyth has engaged in behaviour that was found to be unprofessional, disrespectful and harassing in relation to these complaints.

Dr. Smyth will be provided with an opportunity to correct his behavior under very strict and imposed conditions. The health centre asked for and has received, effective immediately, Dr. Smyth's letter of resignation as Chief of the Department of Surgery. In addition, he is cooperating with the health centre's direction to undertake the following: successful completion of the PROBE – Ethics and Boundaries Program, counseling sessions with an expert communications coach with a clinical report provided to the health centre outlining recommendations, if any, for continued education, and Dr. Smyth must also provide a written apology for his behavior to those complainants whose complaints have been substantiated.

The health centre has informed Dr. Smyth that he will, at all times, conduct himself professionally with zero tolerance for any further disrespectful, unprofessional or harassing behavior, as is the expectation of all staff members.

“As a healing organization, I understand that quality care for our patients and their families requires our staff to be supported and respected. As a result, we have begun the work needed to restore relationships and create a professional work environment for our staff,” said WPSHC CEO Donald Sanderson.

“We continue to learn from this issue and at no time have we wavered in our ability to provide safe, high quality care to our patients and the community.”

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