



# Dr. Narinda MAREE

## Council Decision

<b>Date Charge(s) Laid:</b>	February 13, 2024
<b>Charge(s) Amended:</b>	N/A
<b>Outcome Date:</b>	November 29, 2024
<b>Penalty Hearing:</b>	November 29, 2024
<b>Disposition:</b>	Reprimand, Suspension, Conditions, Costs

- 1) Pursuant to Section 54(1)(e) of *The Medical Profession Act, 1981*, the Council hereby reprimands Dr. Maree. The format of that reprimand will be in written format.
- 2) Pursuant to Section 54(1)(b) of the Act, the Council hereby suspends Dr. Maree for a period of 3 months commencing 1 February 2025.
- 3) Pursuant to Section 54(1)(g) of the Act, the Council requires that Dr. Maree successfully complete an ethics course acceptable to the Registrar, and provide proof of completion. Such course shall be completed at the first available date, but in any case within six months. The programs “Medical Ethics, Boundaries and Professionalism” by Case Western Reserve University and “Medical Ethics and Professionalism (ME-15 Extended)” by PBI Education are ethics programs acceptable to the Registrar. While any post-course requirements may not be completed within the six months, Dr. Maree is to apply diligence in completing any such requirements and must then provide proof of successful completion. If Dr. Maree fails to complete the course in the directed timeframe, her licence will be suspended until such time as the course has been successfully completed.
- 4) Pursuant to section 54(1)(i) of *The Medical Profession Act, 1981*, the Council directs Dr. Maree to pay the costs of and incidental to the investigation in the amount of \$1,710.00 payable on or before 31 May 2025.
- 5) Pursuant to section 54(2) of *The Medical Profession Act, 1981* the Council directs that Dr. Maree’s licence will be suspended if the costs in paragraph 4) are not paid as required and that she will remain suspended until those costs are paid.



27 January 2025

Dr. N. Maree

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Dr. Maree:

On the November 29, 2024, the Council of the College of Physicians and Surgeons of Saskatchewan accepted your admission of guilt on charges of unbecoming, improper, unprofessional or discreditable conduct. Council imposed a penalty which consisted of a three month suspension, requirement to take an ethics course, costs, and to receive a written reprimand.

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

This is the third time you have been before the Council of the College of Physicians and Surgeons of Saskatchewan for discipline. In this instance, you provided false information to the College that you were enrolled in the Mainpro+ program of the College of Family Physicians of Canada, when you were not. The Council considers being untruthful in your communications with the College to be an extremely serious offence.

We acknowledge that you have been working with the Physician Health Program to better manage your mental health issues and we appreciate that you have made some progress in this regard, however, this is still no excuse for your behaviour.

We sincerely hope that we will not see you before Council again for disciplinary reasons.

**The Council of the College of Physicians and Surgeons of Saskatchewan**

**In the Matter of a Penalty Hearing before the Council of the College of  
Physicians and Surgeons of Saskatchewan and Dr. Narinda Maree,  
November 29, 2024**

**Summary of Decision**

Dr. Narinda Maree appeared before the Council for the purpose of a penalty hearing on November 29, 2024. Dr. Maree was represented by Ms Brittnee Holliday. Mr. Bryan Salte presented the penalty position on behalf of the Registrar's Office.

Dr. Maree admitted to unprofessional conduct in the charges laid by the Executive Committee.

**Background**

Dr. Maree is a 55-year-old physician whose initial training was in South Africa. She has been licensed in Saskatchewan since 1995. Dr Maree has 2 previous findings of unprofessional conduct.

Dr Maree was disciplined in 2014 related to obtaining Zopiclone inappropriately. When she responded to the College about the allegation, she was untruthful to both College staff and the preliminary inquiry committee. She also prepared a false document to support her alibi.

She was disciplined in 2019 for falsifying patient records provided to the College, using funds from the clinic where she practised for personal expenses, prescribing Zopiclone in the name of a family member which was intended for her own use, and providing medical treatment to a family member

**The Charges admitted by Dr. N. Maree**

***The first charge:***

*The Executive Committee of the College of Physicians and Surgeons directs that, pursuant to section 47.6 of The Medical Profession Act, 1981, the Discipline Committee hear the following charge against Dr. Narinda Maree, namely:*

*You Dr. Narinda Maree are guilty of unbecoming, improper, unprofessional, or discreditable conduct contrary to the provisions of Section 46(o) and/or (p) of The Medical Profession Act, 1981 s.s. 1980- 81 c. M-10.1 and/or bylaw 7.1 particulars of which are that you provided inaccurate information to the College of Physicians and Surgeons of Saskatchewan in connection with your application to renew your licence.*

*The evidence that will be led in support of this charge will include one or more of the following:*

- 1. In approximately October 2020 you completed the application form to renew your licence.*
- 2. You stated in that application form that you were enrolled in the Mainpro+ program of the College of Family Physicians of Canada*
- 3. That statement was untrue.*

***The second charge:***

*The Executive Committee of the College of Physicians and Surgeons directs that, pursuant to section 47.6 of The Medical Profession Act, 1981, the Discipline Committee hear the following charge against Dr. Narinda Maree, namely:*

*You Dr. Narinda Maree are guilty of unbecoming, improper, unprofessional, or discreditable conduct contrary to the provisions of Section 46(o) and/or (p) of The Medical Profession Act, 1981 s.s. 1980- 81 c. M-10.1 and/or bylaw 7.1 particulars of which are that you provided inaccurate information to the College of Physicians and Surgeons of Saskatchewan in connection with your application to renew your licence.*

*The evidence that will be led in support of this charge will include one or more of the following:*

- 1. In approximately October 2021 you completed the application form to renew your licence.*
- 2. You stated in that application form that you were enrolled in the Mainpro+ program of the College of Family Physicians of Canada*
- 3. That statement was untrue.*

***The third charge:***

*The Executive Committee of the College of Physicians and Surgeons directs that, pursuant to section 47.6 of The Medical Profession Act, 1981, the Discipline Committee hear the following charge against Dr. Narinda Maree, namely:*

*You Dr. Narinda Maree are guilty of unbecoming, improper, unprofessional, or discreditable conduct contrary to the provisions of Section 46(o) and/or (p) of The Medical Profession Act, 1981 s.s. 1980- 81 c. M-10.1 and/or bylaw 7.1 particulars of which are that you provided inaccurate information to the College of Physicians and Surgeons of Saskatchewan in connection with your application to renew your licence.*

*The evidence that will be led in support of this charge will include one or more of the following:*

- 1. In approximately October 2022 you completed the application form to renew your licence.*
- 2. You stated in that application form that you were enrolled in the Mainpro+ program of the College of Family Physicians of Canada*
- 3. That statement was untrue.*

## **The Position taken by the Registrar's Office**

The Registrar's Office noted that Dr. N. Maree had provided false information for 3 consecutive years so it is difficult to assume this was a simple oversight. Furthermore, Dr. Maree would have received reminders in various ways from the CFPC over those 3 years, which should have triggered her to review her compliance with Mainpro+ or reached out to CPSS to discuss the situation. Rather, this only came to light when she was unable to provide confirmation of completing her Mainpro+ requirements during her application to renew her licence for 2024.

Legal Counsel to the Registrar's Office also noted that Dr. Maree's two previous disciplinary issues bordered on dishonesty and fraud. The Registrar's Office took the position that the principle of progressive discipline should apply as if the previous discipline, especially the suspensions, have not been helpful to deter her from repeating the same offence, then only a weightier sanction could likely do so. Based on the principle of progressive discipline, the Registrar's Office submitted that a suspension longer than 4 months would be justified; however, the underlying mental health issues which have come to light and Dr. Maree reaching out and engaging with therapy could be considered as mitigating factors.

Thus, the Registrar's Office took the position that appropriate penalty for Dr. Maree would be:

1. *A reprimand, the form of which should be directed by the Council*
2. *A requirement to take an ethics course.*
3. *A suspension from practice for duration of 3 months.*
4. *A requirement to pay costs.*

## **The Position taken by Dr. Maree's Legal Counsel**

Legal counsel for Dr. Maree submitted that there was no objection to a reprimand, ethics course and imposition of costs as submitted by the Registrar's Office. However, whilst understanding a suspension is justified, a reduced duration of 2 months was deemed appropriate.

Her counsel opined that her forthrightness in admitting guilt, her efforts to seek help and engage with therapy for her mental health issues were mitigating factors to lead to a reduced suspension in the range of 2 months. A report from Dr. Maree's therapist was tendered as evidence of her engagement and proof of improvement of her mental health and coping strategies since she started a new therapy, called Accelerated Resolution Therapy (ART). Her counsel also submitted that a longer suspension risks a deterioration of her mental health which has started to improve. She is being empowered to deal with issues rather than avoid them.

Her counsel also noted, that whilst the situations and circumstances that resulted in the charges are avoidable, it should be emphasised that Dr. Maree has had no patient care issues and poses no risk to patients.

Finally, a request was made that the start of any suspension would commence on 01 February 2025. This was requested to allow for planned clinic absences of her colleagues and the possible impact of Dr. Maree's suspension on patient care whilst some of her colleagues are away. It was reported Dr. Maree is extremely concerned about this and this has been identified by her therapist as another possible trigger for mental health deterioration.

Dr. Maree was given an opportunity to address Council. She gave a verbal apology.

### **Decision of Council**

*The Council of the College of Physicians and Surgeons imposes the following penalties on Dr. Narinda Maree 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. Maree. The format of that reprimand will be in written format.*
- 2) Pursuant to Section 54(1)(b) of the Act, the Council hereby suspends Dr. Maree for a period of 3 months commencing 1 February 2025.*
- 3) Pursuant to Section 54(1)(g) of the Act, the Council requires that Dr. Maree successfully complete an ethics course acceptable to the Registrar, and provide proof of completion. Such course shall be completed at the first available date, but in any case, within six months. The programs "Medical Ethics, Boundaries and Professionalism" by Case Western Reserve University and "Medical Ethics and Professionalism (ME-15 Extended)" by PBI Education are ethics programs acceptable to the Registrar. While any post-course requirements may not be completed within the six months, Dr. Maree is to apply diligence in completing any such requirements and must then provide proof of successful completion. If Dr. Maree fails to complete the course in the directed timeframe, her licence will be suspended until such time as the course has been successfully completed.*
- 4) Pursuant to section 54(1)(i) of The Medical Profession Act, 1981, the Council directs Dr. Maree to pay the costs of and incidental to the investigation in the amount of \$1,710.00 payable on or before 31 May 2025.*
- 5) Pursuant to section 54(2) of The Medical Profession Act, 1981 the Council directs that Dr. Maree's licence will be suspended if the costs in paragraph 4) are not paid as required and that she will remain suspended until those costs are paid.*

### **Reasons for Decision**

Considerable time was given by Council to discuss the appropriate penalty in this case. Both counsel for Dr. Maree and the Registrar's Office agreed that a reprimand, a requirement to undertake an ethics course and payment of costs were appropriate in this circumstance. The major difference of opinion was the length of suspension.

Truth telling is at the core of the ethics of the medical profession; regulatory bodies rely on honesty and truthful information at all times from its members to carry out their statutory

function of protecting the public. Whilst the Council takes a sympathetic view of the background, mental health issues and trauma, it is the view of the Council that this does not provide a justifiable excuse for repeated dishonesty.

Council considered the various case law provided by both counsel. The most relevant was Dr. Insley who was suspended for three months. Counsel for the Registrar's Office had argued that as this was not the first discipline hearing related to dishonesty, the principle of progressive discipline dictates that a weightier suspension was required to convey the message to her that her actions are egregious and unacceptable. Counsel for Dr. Maree opined that unlike Dr. Insley, there were no criminal convictions. Council had a fulsome discussion about the length of suspension. While Council agreed that this is the third appearance before Council, and the principles of progressive discipline should dictate a lengthier sentence, the report from the Physician Health Program (PHP) of the SMA weighed heavily in its decision. This indicated that Dr. Maree's mental health issues played a significant part in her misconduct and more importantly, that she was seeking adequate help and receiving ongoing appropriate therapy. Council therefore imposed a 3-month sentence with the hope that Dr. Maree will obtain adequate insight into her conduct and coping strategies for her mental health conditions through her current therapy.

Council also considered the start time of her suspension. It is generally Council's opinion that suspension should commence immediately or a month after penalty hearing to give an opportunity for adequate arrangements to be made for patient care. Dr. Maree requested to commence her suspension on February 1, 2025. Her reasons for this request are contained in her written submission. Council again considered the effects of the suspension on her colleagues, her mental health and more importantly the fact that there are no patient risks involved in her conduct. Council therefore agreed to a start day of 1 February 2025.

Council was of the opinion that a written reprimand was appropriate in this case.

**Approved by the Council of the College of Physicians & Surgeons of Saskatchewan:  
25 January 2025**