

IN THE MATTER OF *THE AGROLOGISTS ACT*, 1994 S.S. 1994 c. A-16.1

AND IN THE MATTER OF A DISCIPLINE HEARING PUSUANT TO  
Sections 26 and 27 of the Act

DR. DOUG CAMERON PAG.

**EVIDENCE AND PROCESS AGREEMENT**

**I. INTRODUCTION:**

1. This matter comes before the Discipline Committee of the Saskatchewan Institute of Agrologists (the "Institute") on the recommendation of the Professional Conduct Committee ("PCC") pursuant to section 24(2) of the Act. A Complaint and Notice of Hearing was served on Dr. Cameron on 25 August 2010. The original hearing was scheduled for 21 September 2010 in Saskatoon. On agreement of the parties, the hearing of the matter was adjourned until 09 December 2010.
2. Dr. Cameron, through his solicitor, Murray Walter, Q.C., has informed the PCC that it is Dr. Cameron's intention to plead guilty to the complaint. On the admission of Dr. Cameron that he has been guilty of professional misconduct within the meaning of section 28 of the Act and as set out in the Complaint, the PCC's recommendation as to the appropriate Order under section 27 of the Act is as follows:
  - a) Dr. Cameron be given a written reprimand;
  - b) He be ordered to attend the Professionalism and Ethics Seminar put on by the Institute within the next six months;
  - c) He pay the reasonable costs of the investigation and hearing, which are fixed at \$1,750.00.

Dr. Cameron agrees with the recommendation of the PCC.

3. In order to expedite the hearing process and to save costs and inconvenience, Dr. Cameron and the PCC reached an agreement as to the admission of facts and documents at the hearing.

**II. AGREEMENT AS TO FACTS/DOCUMENTS**

**A. Facts**

4. The PCC and Dr. Cameron each agree that the following facts are admissible and proven for the purpose of this hearing:

- a) At all times material to these proceedings Dr. Cameron, PAg. was a member of the Institute;
- b) On or about 01 April 2010, the Saskatchewan Institute of Agrologists received the complaint from Alanna Koch, Deputy Minister of Agriculture for Saskatchewan alleging that Dr. Cameron had engaged in unprofessional conduct in relation to the manner in which he communicated with Ms. Koch and professional staff in the Ministry of Agriculture.
- c) The communications from Dr. Cameron were in the form of emails and letters to various individuals within the Ministry and are dated as follows:
  - i) letter to Deputy Minister ("DM") dated 04 March 2010;
  - ii) letter to DM dated 12 February 2010;
  - iii) email to DM dated 01 February 2010;
  - iv) email to DM dated 08 January 2010;
  - v) email and letter to DM dated 27 November 2009;
  - vi) letter to Paul Johnson dated 31 August 2009; and
  - vii) emails to Andy Jansen dated 12 March 2009 and 09 February 2007.
- d) Dr. Cameron admits that he was the author of and did send the communications set out in paragraph 4(c).
- e) Dr. Cameron admits that he was properly served with the Complaint and Notice of Hearing on 25 August 2010. The parties agree that a copy of the Complaint and Notice of Hearing dated 24 August 2010 be filed as a full exhibit at the hearing.
- f) In 2006 Dr. Cameron and, Normac Agricultural Environmental Systems Ltd. a corporation through which Dr. Cameron provides his professional services as an agrologist, was retained by a farm client to prepare and submit to the Ministry of Agriculture of an intensive livestock operation application ("ILO"). The ILO was made pursuant to the provisions of *The Agricultural Operations Act*.
- g) In responding to the ILO, the Ministry took the position that the portions dealing with the design of control works and holding pond structures for waste storage and management were required to be prepared by a licensed engineer. It was the position of the Ministry that that activity fell within the definition of "engineering" and was subject to *The Engineering and Geoscience Professions Act* (Saskatchewan).
- h) Dr. Cameron took issue with the position being advanced by the Ministry on the grounds that both he and Normac had the necessary expertise to carry out the work. Commencing in January, 2007, Dr. Cameron entered into a series of communications both by email and by letter, with various employees of the Ministry in relation to the dispute, including the communications that are subject of this complaint and set out in paragraph 4(c) above.

"Mr. Stovin's sneakiness: Mr. Stovin's inappropriate action was both sneaky and unethical."

"At your request, Mr. Burton attempted a feeble cover-up for Mr. Stovin. The dictionary defines SNEAKY as ...'behaving in a stealthy manner; acting with covert cowardness or servility; and acting in a secret stealthy manner' ... I believe these definitions fit Mr. Stovin's behaviour."

"Serious/significant deficiencies – Ms. Koch you appear to have started parroting this word sequence after you heard it from your staff."

B. 12 February 2010 letter to Ms. Koch:

"Mr. Jansen's actions appear to be another Ministry delay tactic and a waste of everybody's time. Such a letter is unbecoming of a professional engineer and shameful."

C. 08 January 2010 and 1 February 2010 emails to Ms. Koch:

"We are somewhat concerned about the tactics used by selected individuals within the Ministry of Agriculture to purposefully delay the fruition of ~~\_\_\_\_\_~~ (sic) Waste Management Plan."

"Mr. Jansen's actions appears (sic) to be another Ministry delay tactic and a waste of everybody's time. We see that you have now heard two new words and are expressing them freely in your email. Let's check and see if between the hearing and mouthing, there has been any processing."

D. 27 November 2009 email to Ms. Koch:

... "Mr. Johnson's purposeful mis-interpretation of the *Agriculture Operations Act*"

"The Ministry of Agriculture has purposefully breached confidentiality by providing information about our confidential report to ~~\_\_\_\_\_~~ .

E. 31 August 2009 letter to Mr. Johnson:

"Mr. Stovin's inappropriate action was both 'sneaky' and unethical"... "in a nutshell, it would appear that the approval process has been purposely hijacked and abused by Mr. Stovin."

B. Documents

5. The parties agree that the following correspondence and email communications are admissible as full exhibits at this hearing and are proven as to authenticity, authorship and as to the receipt by the addressee within reasonable time after the date of any such document.
  - a) letter from Doug Cameron to Alanna Koch dated 04 March 2010 – enclosing an email from Robert Tyler to Alanna Koch dated 11 June 2009, and an email from Alanna Koch to Robert Tyler dated 23 July 2009;
  - b) letter from Normac Agricultural Environmental Systems Ltd. to Alanna Koch dated 12 February 2010;
  - c) email from Doug Cameron to Alanna Koch dated 01 February 2010, including email from Alanna Koch to Doug Cameron dated 29 January 2010 and email from Cameron to Koch dated 8 January 2010;
  - d) email from Doug Cameron to Alanna Koch dated 27 November 2009;
  - e) letter from Doug Cameron to Paul Johnson dated 31 August 2009;
  - f) email from Doug Cameron to Andy Jansen dated 12 March 2008;
  - g) email from Doug Cameron to Andy Jansen dated 9 February 2007 with email exchanges between Mr. Jansen and Dr. Cameron dated 07 February 2007 and 24 January 2007.

C. Process/Sentencing

6. The parties each agree that this hearing may proceed by way of telephone conference call without the need for a court reporter.
7. The comments authored by Dr. Cameron in the communications were directed to Mr. Jansen, Mr. Stovin, Mr. Johnson and Ms. Koch who were all professional staff at the Ministry of Agriculture. Dr. Cameron admits that a number of comments contained in his correspondence were discourteous and disrespectful to those individuals and constitute professional misconduct within the meaning of section 28 of the Act. The following particulars are examples of the comments that call into question the professional integrity and ethics of these individuals and are:

A. 04 March 2010 letter to Ms. Koch:

“Misinterpretation of the Act. Burton’s letter of December 7, 2009 was written on your behalf to cover-up for Mr. Stovin was purposefully misinterpreted the *Livestock Operations Act*.”

F. 12 March 2009 email to Mr. Jansen:

"It has been my experience that the number one rule amongst bureaucrats is 'to cover their position'".

G. 09 February 2007 email to Andy Jansen:


"Also, I sympathize with you on your recent moral and ethical demise as a professional engineer ... I am a little concerned about your obvious bias in promoting engineer companies at the expense of proponent"

8. Each of the parties agree that the appropriate order to be made under section 27 of the Act is as follows:

- a) Dr. Cameron be formally reprimanded for his misconduct;
- b) Dr. Cameron is ordered to attend a professional competence and ethics seminar put on by the Institute within six months from the date of the decision;
- c) Dr. Cameron pay to the Institute its investigation and hearing costs which are fixed at \$1,750.00.

DATED this 9<sup>th</sup> day of December, 2010.

Professional Conduct Committee

Per:   
 Christopher C. Boychuk,  
 Solicitor for Professional Conduct  
 Committee

DATED this 9<sup>th</sup> day of December, 2010.

Dr. Douglas Cameron, PAg.

Per:   
 Murray Walter, Q.C.  
 Solicitor for Dr. Douglas Cameron,  
 PAg.