



**Name of Registrant:** - Jacqueline Speight

**Date of Hearing:** - April 30, 2010

**Decision**

In a hearing held on April 30, 2010, a Panel of the Discipline Committee found Ms. Jacqueline Speight guilty of professional misconduct in that she submitted a false or misleading account or charge for services and acted disgracefully, dishonourably or unprofessionally.

An Agreed Statement of Facts and Joint Submission on Finding was filed with the Panel which included the facts that in or about March, April and May 2009, Ms. Speight submitted insurance claim forms for dental services for herself, her husband and her two sons, when those services were either not provided or were provided without charge by her employer. In the process of completing the claim forms, Ms. Speight used the personal office verification stamp of her employer without his permission. Prior to submitting the insurance claims, Ms. Speight had told her colleagues that her family no longer had insurance coverage, when that was not true. Ms. Speight had since reimbursed Blue Cross the monies it had paid her.

The parties filed a joint submission with respect to an appropriate penalty and costs order to be made in this case. The Panel carefully considered the Statement of Agreed Facts, the Joint Submission on Penalty and Costs, the case law cited, and the oral submissions made and concluded that the proposed Order met the needs of this case and the principles appropriate to setting the penalty. Accordingly, the Panel accepted the joint submission and made the following Order:

1. Ms. Speight was required to appear before a Panel of the Discipline Committee to be reprimanded, the fact of which shall be recorded on the register of the College of Dental Hygienists of Ontario;
2. The Registrar was directed to suspend the certificate of registration of Ms. Speight for a period of sixteen (16) weeks, to be served on dates to be set by the Registrar;

3. Six (6) weeks of the suspension would themselves be suspended if Ms. Speight complied with the remainder of the order within the deadlines set out therein;
4. The Registrar was directed to impose on the certificate of registration of Ms. Speight a specified term, condition or limitation requiring her to provide proof of successful completion, in the opinion of the Registrar, an Ethics and Jurisprudence Course acceptable to the Registrar, at Ms. Speight's own expense, within six (6) months from the date the Discipline Panel's Order became final. Ms. Speight would be required to provide proof satisfactory to the Registrar, within three (3) months from the date the Discipline Panel's Order became final, that she had made arrangements to take the Ethics and Jurisprudence Course.
5. Ms. Speight was required to pay to the College costs in the amount of \$2,500.00, to be paid in 35 monthly installments of \$69.44, and one last installment of \$69.60, to be paid in full within 36 months of the fifteenth day of June, 2010. Ms. Speight provided post-dated cheques for the costs at the time of the hearing. No interest would accrue on the outstanding amounts so long as they were paid on time. At all times, Ms. Speight shall be at liberty to increase the amount of her monthly payment, solely at her discretion.

The Panel considered that the Order addressed the principles of public protection, general deterrence and specific deterrence which must be considered in determining the penalty on a finding of professional misconduct.

Firstly, Ms. Speight engaged in dishonest conduct which was serious and unacceptable. This compromised public trust and the dignity of the profession of dental hygiene. The profession must maintain the respect and trust of both the public who seek dental hygiene services and insurance companies who reimburse dental costs.

Secondly, this penalty served as a general deterrent to the dental hygiene profession to underline the fact that this conduct was inappropriate. The four-month suspension indicated the gravity of the offence.

Thirdly, the penalty also served as a specific deterrent as it was sufficient to prevent a recurrence of the conduct and to assist Ms. Speight in making more professional decisions in

the future. It also served to rehabilitate Ms. Speight as she was required to take a course in Ethics and Jurisprudence at her own expense.

The Panel accepted the penalty order as fair in light of the mitigating factors in this case. This was the first time Ms. Speight had appeared before the Discipline Committee and she had been cooperative with the College from the onset of the discipline process. Ms. Speight pled guilty which saved the College time and expense and expressed remorse and made no excuses for her actions. The Committee also noted that Ms. Speight lost her job as a result of her actions.

At the conclusion of the hearing, Ms. Speight waived her right of appeal and the reprimand was administered by the Panel.