

# Discipline Decision Mr. Paul G. Goodridge

## ALLEGATIONS OF PROFESSIONAL MISCONDUCT

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**IN THE MATTER OF** the *Surveyors Act*  
R.S.O. 1990, Chapter S.29

**AND IN THE MATTER OF** Paul G. Goodridge, O.L.S.

**AND IN THE MATTER OF** a Disciplinary Hearing of the  
Discipline Committee of the Association of the Ontario Land  
Surveyors held in accordance with sections 26 and 27 of  
the said Act.

**I, WILLIAM D. BUCK, O.L.S., C.L.S., P. ENG.,** of the Town of Markham, in the Region of York, am the Registrar of the Association of Ontario Land Surveyors.

1. The Council of the Association of Ontario Land Surveyors (AOLS) pursuant to Section 22(4.3)(a) of the *Surveyors Act*, by a Motion dated February 8, 2010, directed the Discipline Committee to hold a hearing in respect of allegations of professional misconduct against Paul G. Goodridge, O.L.S.
2. It is alleged that Paul G. Goodridge, O.L.S. (herein referred to as “Mr. Goodridge”), is guilty of professional misconduct within the meaning of Section 35 of Regulation 1026, R.R.O. 1990, as amended, on the following grounds:
3. On August 19, 2009 the AOLS received an official complaint against Mr. Goodridge from Mr. Georges Desroches. The substance of this complaint was that Mr. Goodridge had failed to complete a plan of survey for Mr. Desroches and had failed to attend scheduled meetings with Mr. Desroches on many occasions over a period of several years. The Complaints Committee issued an Interim Decision regarding this complaint on November 6, 2009. This Interim Decision directed Mr. Goodridge to submit proof to the Committee within two weeks that he had either completed the promised Reference Plan or had given his client a status report and timetable to complete the project.
4. On November 28, 2009 the Registrar received an e-mail from Mr. Desroches stating that Mr. Goodridge had called him and had said that he would meet with him during the following week to discuss the survey but that he did not call that week to arrange such a meeting.
5. On December 14, 2009 and December 19, 2009 the Registrar received additional e-mails from Mr. Desroches stating that he had still not heard from Mr. Goodridge. All of Mr. Desroches’ e-mails were forwarded to the Complaints Committee.
6. On December 21, 2009, during a scheduled meeting, the Complaints Committee reviewed the status of Mr. Desroches’ complaint against Mr. Goodridge. The Committee noted Mr. Goodridge’s failure to comply with the Interim Decision of November 6, 2009

and also noted that in a previous complaint involving him, Mr. Goodridge had signed a memorandum of understanding dated November 21, 2008 stating that “It is acknowledged and understood that a failure to respond to the A.O.L.S. Registrar’s request for information, within a timely manner, constitutes professional misconduct.” The Complaints Committee then issued a Final Decision, dated January 10, 2010, referring Mr. Goodridge to AOLS Council with a recommendation for further disciplinary action.

7. Mr. Goodridge has failed to abide by the *Standards of Practice* of the AOLS, and with his own personal undertaking dated November 21, 2008, all contrary to Section 34(2)(g) of Regulation 1026, R.R.O. 1990, as amended.
8. Mr. Goodridge has failed to comply with the *Code of Ethics* of the AOLS in that he failed to conduct his professional affairs in such a manner as to maintain public confidence and trust in the profession, contrary to Section 33(2)(a) of Regulation 1026, R.R.O. 1990, as amended.
9. Failure to comply with the *Code of Ethics* or the *Standards of Practice* constitute Professional Misconduct within the meaning of Section 35 of Regulation 1026, R.R.O. 1990, as amended.

Dated at Toronto, Ontario, this 24th day of March, 2010.

## **DISCIPLINE DECISION**

**IN THE MATTER OF** the Surveyors Act, R.S.O. 1990,  
Chapter S.29, as amended

**AND IN THE MATTER OF** Paul G. Goodridge, O.L.S.

**AND IN THE MATTER OF** a Disciplinary Hearing  
Of the Discipline Committee of the Association of  
Ontario Land Surveyors held in accordance with  
Sections 26 and 27 of the said Act

### **Order and Reasons**

This panel of the Discipline Committee convened as originally scheduled on May 27<sup>th</sup>, 2010. As the Member had retained counsel, who was unable to be present on that date, the matter was adjourned at the Member’s request, to commence on July 19<sup>th</sup>, 2010. This panel reconvened on that date, and was presented with a Joint Submission as a proposed resolution of the matter, by Counsel for the Association, Izaak de Rijcke, and by the Member, Paul G. Goodridge, through his Counsel, Rahul Shastri.

The panel considered the Joint Submission and advised both Counsel that it had some concerns, most particularly that Mr. Goodridge commit to providing the Reference Plan that was the source of the disciplinary proceedings. The panel was also concerned that the reports referenced in paragraph 4 of the Joint Submission be provided to Council and not just to the Registrar, to ensure that Council retained a supervisory role in this matter.

Both the Association and the Member agreed to amend the Joint Submission to reflect the panel's concerns.

The Joint Submission as amended and signed by the parties is attached hereto as Exhibit A.

The Committee has accepted the Joint Submission between the Member and the Association and hereby issues its Order adopting the terms of the Joint Submission in the form attached hereto as Exhibit A.

This Order may be signed in counterparts.

Oral Decision given July 19<sup>th</sup>, 2010.

## **EXHIBIT A**

### **JOINT SUBMISSION TO DISCIPLINE COMMITTEE ON CONSENT OF ALL PARTIES**

The Association of Ontario Land Surveyors (the "Association") and the Member, Paul G. Goodridge, O.L.S. (the "Member"), make joint submission to the Discipline Committee under the *Surveyors Act* in respect of this matter by asking the Discipline Committee to issue a consent Order on the following terms:

1. The Member pleads guilty to the charges and allegations of professional misconduct against the Member (the "Charges") as alleged.
2. The Member's Licence and Certificate of Authorization shall be suspended for a period of one year from the date of the hearing before the Discipline Committee and he shall be suspended from practising cadastral land surveying but, such suspension shall not be effective or acted upon

unless and until there has been a failure on the part of the Member to comply with other obligations and requirements, other than those monetary obligations in paragraphs 4 and 7 below, in which case the suspension shall take effect immediately on the expiration of the curative period as defined in paragraph 8 below.

3. The Member shall provide a written undertaking that he will not accept any work that he is not reasonably certain he can complete within an agreed upon time frame.
4. The Member shall hire the services of a professional business consultant, the cost of which shall not exceed \$2,500.00, at the member's expense, to study his current business operations and to prepare a report advising the member as to how he should improve his business practices in order to avoid a recurrence of the situation that led to his referral to the Discipline Committee. This report will be provided to the Registrar within three months of the date of this submission and a further report detailing how the member has complied with the recommendations of the consultant's report will be provided to the Registrar no later than six months from the date of this submission and both such reports shall be delivered by the Registrar to Council of the Association. Such reports shall be admissible into evidence in any subsequent complaints or discipline hearing involving the Member.
5. Beginning on August 1, 2010 and continuing for a period of one year, the Member shall provide to the Registrar a cumulative report on a monthly basis listing all jobs begun on or after May 1, 2010 and indicating the date the job file was opened, the completion date (if any) agreed to with the client and the date on which the job was actually completed. The Member shall retain records sufficient to confirm the information contained in said monthly report and provide them to the Registrar if requested; said records to be retained for a period of six months following the submission of the last monthly report.
6. The Member shall be reprimanded and the reprimand will be recorded on the Register of the Association.
7. The Member pays to the Association, for its costs, the sum of \$7,500.00, payable by nine post-dated cheques of \$833.33 each, due monthly, beginning on August 1, 2010.
8. The Member shall be required to comply with the terms of the Order or Decision of the Discipline Committee in this proceeding in all respects, failing which, the suspension and prohibition referred to above in paragraph 2 shall become effective but then only after the Registrar gives notice of such default on non compliance to the Member by fax or e-mail to his

last known contact address and, such suspension or prohibition will thereupon become effective seven days after providing the Member notice as aforesaid (the curative period), unless the Member cures the specific default within the curative period.

9. The allegations forming the Charges, as well as the Order or Decision of the Discipline Committee, shall be published in the next issue of The Ontario Professional Surveyor magazine and shall be posted on the public side of the Association website.
- 9A. The Member shall deliver the reference plan at issue in the original complaint leading to this proceeding by no later than September 30, 2010 in a form registerable to the Land Registry Office and shall confirm same with the Registrar of the Association.
10. The terms of this Joint Submission are fair and reasonable and protect the public interest.
11. The Member acknowledges having been advised to obtain and has had the benefit of independent legal advice, or, has voluntarily declined to obtain same.
12. This Joint Submission and agreement thereto by the Member may be set up as a complete bar and answer by the Association to any appeal or judicial review of the Order or Decision of the Discipline Committee resulting therefrom.

DATED at Toronto, Ontario, this 31st day of August, 2010.