



IN THE MATTER OF  
A HEARING UNDER THE *HEALTH PROFESSIONS ACT*,  
RSA 2000, c H-7

AND IN THE MATTER OF A HEARING  
REGARDING THE CONDUCT OF  
EDONG TAH

**DECISION OF THE HEARING TRIBUNAL OF  
THE COLLEGE OF MEDICAL LABORATORY TECHNOLOGISTS OF  
ALBERTA REGARDING SANCTIONS and COSTS  
September 5, 2025**

## I. INTRODUCTION

1. In a decision dated March 18, 2025, the Hearing Tribunal of the College of Medical Laboratory Technologists of Alberta ("College") found the following allegations of unprofessional conduct against Edong Tah were proven:
  1. On or about November 20 and 21, 2021, and while you worked for Alberta Precision Laboratories at the [REDACTED] you acted unprofessionally regarding co-worker B by:
    - a. Yelling at co-worker B repeatedly;
  2. While you worked for Alberta Precision Laboratories and practiced at the [REDACTED] you failed to meet the minimum standards for the practice of medical laboratory technology by one or more of the following:
    - a. Failing to access employer Standard Operating Procedures when appropriate;
    - b. Failing to follow Standard Operating Procedures;
    - c. Failing to complete laboratory tests in a timely manner;
    - f. Failing to prioritize urgent testing;
    - g. Failing to provide urgent test results in a timely manner;
    - j. Failing to follow proper infection prevention and control requirements, including failure to avoid cross-contamination; and
    - l. Failing to multitask appropriately.
2. The following charges were found to not be proven:
  1. On or about November 20 and 21, 2021, and while you worked for Alberta Precision Laboratories at the [REDACTED] you acted unprofessionally regarding co-worker B by:
    - b. Yelling at co-worker B for approximately two hours in a locked room at the [REDACTED] lab department.
  2. While you worked for Alberta Precision Laboratories and practiced at the [REDACTED] you failed to meet the minimum standards for the practice of medical laboratory technology by one or more of the following:
    - d. Failing to provide accurate test results;
    - e. Failing to check when Quality Control had been done;
    - h. Failing to re-run critical values to confirm test results;
    - i. Failing to properly warn patients prior to inserting needles when collecting specimens;
    - k. Failing to provide emergency urgent ECGs in a timely manner;
    - m. Failing to refrigerate perishable stock in a timely manner or at all;
    - n. Failing to perform collection of specimens from patients in a timely manner;

- o. Failing to perform electrocardiograms in a timely manner; and/or
  - p. Failing to properly identify patients.
- 3. Submissions on sanctions proceeded by way of written submissions. Both parties were provided the opportunity to submit their submissions on sanctions to the Hearing Tribunal.
- 4. The Complaints Director of the College had previously provided limited written submissions at the time of the hearing on the merits but did not submit any further materials thereafter.
- 5. The Complaints Director's submissions were shared with Mr. Tah; however, Mr. Tah did not provide any submissions in response.
- 6. The Hearing Tribunal convened via videoconference on May 26, 2025, to review the submissions and to determine what orders to make in accordance with section 82 of the *Health Professions Act* ("HPA"). The members of the Hearing Tribunal were:
  - Ms. Aischa Hammond, MLT, Chairperson
  - Ms. Danielle Marchard, MLT
  - Ms. Naz Mellick, public member
  - Mr. Vince Paniak, public member.
- 7. Mr. Gregory Sim acted as independent legal counsel for the Hearing Tribunal.

## II. SUBMISSIONS

### Complaints Director's Submissions

- 8. The Complaints Director's submissions on sanctions were limited to indicating that the Complaints Director was seeking the following orders:
  - 1. Complete the NAIT Course: Professionalism and Ethics for Healthcare Professionals by a deadline set by the tribunal and provide the CMLTA with an official transcript.
  - 2. Complete applicable refresher courses (as decided by the tribunal) and provide the CMLTA with an official transcript. See Appendix B for a list of courses.
  - 3. Submit a satisfactory employee review within three months and 12 months after returning to work as a medical laboratory technologist in Canada.
- 9. Appendix B from the Complaints Director's written submissions is appended to this decision.

### Mr. Tah's Submissions

10. Mr. Tah did not provide submissions on sanctions.

### Consideration of Courses Identified by the Hearing Tribunal

11. On May 26, 2025, the Hearing Tribunal identified and sent the following additional courses to the Complaints Director and Mr. Tah for consideration, requesting submissions on the appropriateness of these courses for Mr. Tah:
  - IPCD500: Infection Control and Safety - 22 hours, offered online by NAIT, \$375; and
  - NSCRS250: Essential Communication for Healthy Workplaces - 14 hours, offered online by NAIT, \$395.
12. Submissions were requested to be provided within two weeks of the correspondence.
13. On May 29, 2025, the Complaints Director advised that she agreed the proposed courses would be appropriate for Mr. Tah.
14. Mr. Tah did not provide any submissions regarding the additional courses.

### **III. DECISION ON ORDERS**

15. The Hearing Tribunal found Mr. Tah to have committed unprofessional conduct as alleged in allegations 1(a), 2(a), (b), (c), (f), (g), (j), and (l) set out in the Notice of Hearing. Having made these findings, the Hearing Tribunal must now determine the appropriate sanction under section 82 of the HPA.
16. The Hearing Tribunal considered the evidence, the findings of unprofessional conduct, and the Complaints Director's submissions on sanctions. The Hearing Tribunal noted that Mr. Tah was given two opportunities to provide submissions on sanctions, but none were received.
17. The Hearing Tribunal also considered the relevant factors for assessing sanctions set out in *Jaswal v Newfoundland Medical Board* (1996), 42 Admin L.R. (2d) 233 ("Jaswal").
18. The Hearing Tribunal hereby makes the following orders pursuant to Section 82 of the HPA:
  1. Mr. Tah shall complete the following remedial education, at his own cost, and shall provide the Complaints Director with documentation confirming successful completion within three (3) months of return to practice in Canada:

- IPHE201: Professionalism and Ethics for Healthcare Professionals, offered online by NAIT.
2. Mr. Tah shall complete the following remedial education, at his own cost, and shall provide the Complaints Director with documentation confirming successful completion within twelve (12) months of return to practice in Canada:
    - MELT 506: Quality Management, offered online by NAIT;
    - IPCD500: Infection Control and Safety, offered online by NAIT;
    - SCRS250: Essential Communication for Healthy Workplaces, offered online by NAIT; and
    - MEDL 125: Laboratory Results Correlation and Case Studies, offered online by SAIT.
  3. Upon returning to practice in Canada, Mr. Tah shall obtain and provide to the College a satisfactory employee review at three (3) months and twelve (12) months.

#### IV. REASON FOR THE DECISION ON ORDERS

19. The Hearing Tribunal considered the factors outlined in Jaswal as follows:

##### *The nature and gravity of the proven allegations*

20. The nature and gravity of the proven allegations are serious and warrant a strong regulatory response to ensure similar conduct is not repeated. Professionalism is essential in a laboratory setting, where collaboration and focus are critical to quality care and patient safety. Unprofessional conduct towards others can affect the working relationship and the ability to effectively complete tasks. Labs are busy with much multi-tasking that requires focus and attention and which, in turn, requires professionalism in interactions with others.
21. Mr. Tah's demeanour and unprofessional conduct, including yelling at colleagues, created risks to the quality and accuracy of testing and, indirectly, to the health of the patients being served. His behaviour suggests a need for conflict management.
22. Mr. Tah's deficiencies in knowledge and refusal to follow proper protocols further demonstrate the need for remedial education to ensure he is fit and safe to practice going forward, if he returns to practice in Canada.

##### *The age and experience of Mr. Tah*

23. Mr. Tah was not young, nor a recent grad at the time of his proven unprofessional conduct.

24. While Mr. Tah was still training in Alberta as an MLT, which may warrant some consideration as a mitigating factor, his unwillingness to accept instruction was aggravating. Specifically:
- a) Mr. Tah repeatedly ignored prompts to consult the APL Standard Operating Procedures manual.
  - b) Mr. Tah lacked competence in key procedures and, when advised to consult the Standard Operating Procedures, he responded with frustration, demanding direct instructions instead and, on occasion, would yell “just tell me what to do!”
  - c) Mr. Tah ignored repeated guidance from [REDACTED] on infection prevention and control and universal precautions.
  - d) Mr. Tah engaged in argumentative and disruptive conduct with his preceptor, including yelling at her.

25. Mr. Tah ought to have known his demeanour and yelling were inappropriate.

*The previous character of Mr. Tah and in particular, the presence or absence of any prior complaints or convictions*

26. The Hearing Tribunal had no information regarding Mr. Tah’s prior conduct. This was treated as a neutral factor.

*The age and mental condition of the offended patient*

27. The Hearing Tribunal had no information on this factor. This was treated as a neutral factor.

*The number of times the offence was proven to have occurred*

28. The unprofessional conduct occurred multiple times over a two-day period; there was not an extended pattern of the conduct.

29. This was treated as a mitigating factor, especially given Mr. Tah’s trainee status.

*The role of Mr. Tah in acknowledging what had occurred*

30. Mr. Tah demonstrated a lack of insight into the seriousness of the expectations of MLTs or the severity of the deficiencies in his knowledge and practice as an MLT.
31. Mr. Tah’s conduct exhibited a sense of knowing more than others, and it appeared to create a toxic environment that had a negative impact on his learning of how to practice safely and properly at the



lab. In particular, there was evidence that Mr. Tah declined to look at the Standard Operating Procedures and referred instead to his own notebook. This is consistent with Mr. Tah's demonstrated lack of willingness to recognize what he did not know.

32. Standard Operating Procedures represent scientifically validated and important procedures that are designed to assist the physicians and nurses making treatment decisions for patients. It is important that an MLT refers to them on a regular basis, especially when they are unsure of proper procedure, as they are updated from time to time.
33. Mr. Tah's inability or unwillingness to acknowledge the deficiencies in his conduct was concerning, but the Hearing Tribunal considered that he was entitled to defend himself and require the Complaints Director to prove the charges against him. This factor was considered neutral.

*Whether the offending MLT had already suffered other serious financial or other penalties as a result of the allegations having been made*

34. The Hearing Tribunal acknowledged that Mr. Tah failed his probationary period and lost his job, and that he stated he had lost his damage deposit where he was living and had returned to Africa. Mr. Tah had also made comments during the hearing about having difficulty obtaining another job.
35. The Hearing Tribunal considered the loss of Mr. Tah's job to be mitigating, but the Tribunal was not aware of any evidence suggesting Mr. Tah had suffered other serious penalties as a result of the charges being made.

*The impact of the incident on the offended patient*

36. The Hearing Tribunal noted that there was evidence of Mr. Tah providing an ECG to an older patient and dropping the patient down, but overall, there was limited evidence regarding the impact of the incidents on patients. As such, this was considered a neutral factor.

*The presence or absence of any aggravating/mitigating circumstances*

37. Mr. Tah was still in training when the proven unprofessional conduct occurred and the altercation between himself and his preceptor may have arisen out of some miscommunications. Notably, while Mr. Tah was looking for help despite that his internship was supposed to be almost complete, the preceptor was looking for him to be independent. This was treated as mitigating.
38. The Hearing Tribunal noted that while there was not enough to demonstrate that Mr. Tah was ungovernable, his approach to the hearing and his interactions with the College exhibited some indicia of ungovernability. In particular, Mr. Tah was somewhat indignant and obstinate about being

held to account for his unprofessional conduct. The Hearing Tribunal considered Mr. Tah's approach to be concerning but did not treat it as an aggravating factor.

*The need to promote specific and general deterrence and, thereby, to protect the public and ensure the safe and proper practice of medicine*

39. The Hearing Tribunal found Mr. Tah's deficiencies are serious and must be sanctioned appropriately in a way that serves both specific and general deterrence. His conduct warrants a need for some tough but practical remedial education. This is necessary to ensure that Mr. Tah engages with the material and can demonstrate that his knowledge and skill deficiencies have been remediated.
40. Remedial education also exhibits to others that the College recognizes Mr. Tah's deficiencies are serious and will be sanctioned appropriately in order to protect the public's interest.

*The need to maintain the public's confidence in the integrity of the medical profession*

41. Remedial education that focuses on the remediation of Mr. Tah's competence and the adjustment of his conduct also serves to maintain the public's confidence in the integrity of the profession and the ability of the profession to self-regulate.

*The degree to which the offensive conduct that was found to have occurred was clearly regarded, by consensus, as being the type of conduct that would fall outside the range of permitted conduct*

42. Mr. Tah's conduct was very clearly unprofessional conduct.

*The range of sentence in other similar cases*

43. The Hearing Tribunal had no information on other similar cases.

Summary of Decision

44. Overall, the Hearing Tribunal found that the sanctions are appropriate in terms of providing sufficient opportunities for Mr. Tah to attend remedial education and rectify his conduct in the future.
45. The Hearing Tribunal found that the focus on remedial education is appropriate in terms of both specific and general deterrence. Not only does the education underline the seriousness of the unprofessional conduct, but it also serves to maintain the public's confidence in the integrity of the profession and the ability of the profession to self-regulate.
46. Furthermore, the sanctions appropriately address rehabilitation. The Hearing Tribunal considered that the courses will serve to protect the public interest and will focus specifically on Mr. Tah's conduct



and deficiencies so that he may gain a better understanding of the concerns regarding his conduct and his professional obligations.

## V. ORDERS

47. The Hearing Tribunal hereby orders as follows, under section 82 of the HPA:

1. Mr. Tah shall complete the following remedial education, at his own cost, and shall provide the Complaints Director with documentation confirming successful completion within three (3) months of return to practice in Canada:
  - IPHE201: Professionalism and Ethics for Healthcare Professionals, offered online by NAIT.
2. Mr. Tah shall complete the following remedial education, at his own cost, and shall provide the Complaints Director with documentation confirming successful completion within twelve (12) months of return to practice in Canada:
  - MELT 506: Quality Management, offered online by NAIT;
  - IPCD500: Infection Control and Safety, offered online by NAIT;
  - SCRS250: Essential Communication for Healthy Workplaces, offered online by NAIT; and
  - MEDL 125: Laboratory Results Correlation and Case Studies, offered online by SAIT.
3. Upon returning to practice in Canada, Mr. Tah shall obtain and provide to the College a satisfactory employee review at three (3) months and twelve (12) months.

Signed on behalf of the Hearing Tribunal by the Chair:



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Ms. Aischa Hammond, MLT

Dated this 5<sup>th</sup> day of September, 2025.

## Appendix B

### Refresher Courses approved by Council

Institution/Course Provider	Course Code	Course Name
Saskatchewan Polytechnic	HEMA-1800	Hematology Refresher
British Columbia Society of Laboratory Science (BCSLS)	BCSLS B2B HEM	Back to Basics Hematology
The Michener Institute for Applied Health Sciences	HE837	Tutorials in Hematology & Coagulation
Southern Alberta Institute of Technology (SAIT)	HEMA 001	Hematology (Theory)
Saskatchewan Polytechnic	TRFS-1800	Transfusion Science Refresher
The Michener Institute for Applied Health Sciences	IH903	Tutorials in Transfusion Science
Southern Alberta Institute of Technology (SAIT)	MEDL 104	Transfusion Medicine Theory Refresher
Saskatchewan Polytechnic	MICR-1800	Microbiology Refresher
The Michener Institute for Applied Health Sciences	MI905	Tutorials in Microbiology
Southern Alberta Institute of Technology (SAIT)	MBIO 102	Clinical Microbiology
Saskatchewan Polytechnic	CHEM-1804	Clinical Chemistry Refresher
The Michener Institute for Applied Health Sciences	CC859	Tutorials in Clinical Chemistry I
	CC860	Tutorials in Clinical Chemistry II
	CC861	Tutorials in Clinical Chemistry III
	CC859	Tutorials in Clinical Chemistry I
Southern Alberta Institute of Technology (SAIT)	CHEM 102	Analytical Chemistry
	CHEM 104	Clinical Chemistry (Theory)
	UANL 101	Urinalysis
British Columbia Society of Laboratory Science (BCSLS)	BCSLS B2B CHEM	Back to Basics Chemistry
Saskatchewan Polytechnic	HSTC-1800	Histotechnology Refresher
The Michener Institute for Applied Health Sciences	HI901	Tutorials in Histology
Southern Alberta Institute of Technology (SAIT)	MEDL 102	Histology
Southern Alberta Institute of Technology (SAIT)	MEDL 125	Laboratory Results Correlation and Case Studies
Northern Alberta Institute of Technology (NAIT)	MELT 503	General Laboratory Practices
Northern Alberta Institute of Technology (NAIT)	MELT 506	Quality Management