

THE MATTER OF THE HEALTH PROFESSIONS ACT,
R.S.A. 2000, c.H-7;

AND IN THE MATTER OF A HEARING INTO THE
CONDUCT OF KENNETH DAVID CAMPKIN A
MEMBER OF THE ALBERTA COLLEGE OF SOCIAL
WORKERS;

AND INTO THE MATTER OF A COMPLAINT BY
LYNN LABRECQUE KING INTO THE CONDUCT OF
KENNETH DAVID CAMPKIN PURSUANT TO S. 77 OF
THE HEALTH PROFESSIONS ACT

REASONS FOR DECISION

Pursuant to a public hearing held on April 9, 2018 at the Edmonton offices of Parlee McLaws, the Alberta College of Social Workers Hearing Tribunal is issuing its reasons for decision.

A hearing into the conduct of Kenneth David Campkin was held on April 9, 2018 pursuant to the *Health Professions Act*, R.S.A. 2000, c.H-7 as amended (the “Act”).

The Members of the Hearing Tribunal Present:

Valerie Borggard, RSW, Chair
Debbie Moore, RSW
Sherri Tanchak, RSW
Joe Rogers, Public Member

The hearing was a public hearing pursuant to s. 78 of the Act.

The allegations in the Notice of Hearing arise from a complaint from Lynn King, dated April 16, 2014.

The allegations in the Notice of Hearing are as follows:

Failure to Disclose

At the time of your application for registration, including your request for a review to the Committee of Council from the decision of the Registrar to decline your application for registration, you failed to disclose the following:

1. That you had declared bankruptcy on three separate occasions being 1987 (Ontario), 1997 (Nova Scotia) and 2006 (Alberta);
2. That you had three convictions relating to drinking and driving offences some of which resulted in the loss of your ability to drive a motor vehicle. These convictions were as follows:

- i. October 1, 1991 in Edmonton, Alberta, convicted of driving over 0.8 contrary to Section 253(b) of the Criminal Code;
 - ii. June 23, 1993 in Summerside, Prince Edward Island, convicted of driving impaired contrary to Section 253(a) of the Criminal Code;
 - iii. July 8, 1993 in Dartmouth, Nova Scotia, convicted of driving over 0.8 contrary to Section 253(b) of the Criminal Code.
3. That your employment was terminated with:
- a. Powell River Employment Program Society (“PREPS”) in or about August 1994.
 - b. South Shore Regional Hospital in 1997.
 - c. Torquay Council, England in 2004.
4. You failed to disclose to the ACSW the exact nature of the discipline charges and findings made against you with respect to the discipline hearing with the Nova Scotia Association of Social Workers in 2003.
5. That subsequent to your conditional approval of registration being granted by the COC you did not disclose to the ACSW the terms of your three year conditional approval on the Social Care Registry (“UK”).
6. That subsequent to your conditional approval of registration being granted you failed to disclose you had been dismissed from South Shore Regional Hospital in Nova Scotia in November 1997.

Such conduct contravenes s. 44(a), 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct in accordance with s. 1(1)(pp), (i), (ii), (v), (vii), (xii) of the Health Professions Act.

Failure to be Candid

7. That in your application for registration you did not respond candidly to the question as to whether you had been treated for an emotional, mental or addiction problem that impaired your professional practice.
8. That in your application for registration in response to the question “have you ever been involuntary terminated from employment”, you failed to disclose to the ACSW that your employment was terminated in:
- i. Powell River in 1994;
 - ii. Halifax in 1997;
 - iii. Devon, England in 2004.

9. That in your application for registration in response to a question in your application to the ACSW dated September 3, 2005 you failed to answer candidly in response to the question “have you ever been convicted of or plead guilty to a criminal offence”.

10. That in your assessment by Dr. Cairns on behalf of the ACSW in support of your request for a review from the decision to refuse your registration with the ACSW, you specifically withheld information including:

- i. That criminal convictions had resulted in the loss of your ability to drive a motor vehicle;
- ii. That the criminal convictions causing loss in your ability to drive a motor vehicle had resulted in the termination of your employment with PREPS;

11. You lied to the investigator and attempted to falsify information with respect to the Nova Scotia Association of Social Worker (“NSASW”) proceedings in 2003.

12. That you have deliberately mislead regulatory bodies about your conduct specifically:

- i. The NSASW (2003);
- ii. The GSCC (2006);
- iii. The ACSW (2005);
- iv. The BCCSW (2006).

13. That your misrepresented your registration status and employment status to the GSCC in an application in 2004.

Such conduct contravenes s. 44(a), 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct in accordance with s. 1(1)(pp), (i), (ii), (v), (vii), (xii) of the Health Professions Act.

Professionalism

14. That your declaration of bankruptcy in 2006 was, in part, intended to avoid your financial obligations relating to the Nova Scotia disciplinary proceedings.

15. That at no time have you made any effort to rectify any of the incorrect or inaccurate information you provided to the ACSW.

Such conduct contravenes s. 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct in accordance with s. 1(1)(pp), (i), (ii), (v), (vii), (xii) of the *Health Professions Act*.

The investigated member, Kenneth David Campkin, provided a written admission of unprofessional conduct to the Hearing Tribunal dated pursuant to s. 70(1) of the Act.

The hearing proceeded on April 9, 2018.

The Hearing Tribunal heard from the following witnesses at the Hearing:
Kenneth David Campkin

Present at the Hearing
Karen Smith, Counsel for ACSW
Sheryl Pearson, ACSW Complaints Director
Mr. Ken Fitz, Council for Mr. Campkin

The following documents were accepted as Exhibits at the Hearing:

1. Notice of Hearing to Mr. Kenneth Campkin
2. Notice to Attend to Mr. Kenneth Campkin
3. Investigation Report Compliant #14.13
4. Affidavit of Service on the Notice of Hearing, Notice to Attend, and Investigation Report to Mr. Kenneth Campkin
5. Admission of Unprofessional Conduct – Amended and signed April 9, 2018 by Mr. Kenneth Campkin
6. Consent Order dated April 9, 2018
7. TILMA Report of the Article 27 Panel Concerning the dispute Between Alberta and British Columbia Regarding a Measure by the British Columbia College of Social Workers Dated September 28, 2012
8. Justice Feehan's decision
9. Letter to Nova Scotia College of Social Workers dated March 12, 2018
10. Letter to British Columbia College of social Workers dated March 12, 2018
11. Letter from Mr. Kenneth Campkin's employer – Primary Care Network dated February 8, 2018

GENERAL STATEMENT OF FACTS

Failure to Disclose

The following conduct contravenes 2. 44(a), 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct pursuant to s.1(1)(pp),(i),(ii),(vii), and (xii) of the *Health Professions Act*.

In Mr. Campkin's application for registration dated September 3, 2005, including his request for a review to Committee of Council, he failed to disclose the following:

- a. That Mr. Campkin had three convictions related to drinking and driving offences some of which resulted in the loss of ability to drive a motor vehicle. These convictions were as follows:
 - October 1, 1991 in Edmonton Alberta, convicted of driving over 0.8 contrary to Section 253(b) of the Criminal Code;
 - June 23, 1993 in Summerside, Prince Edward Island, convicted

- of driving impaired contrary to Section 253(a) of the Criminal Code; July 8, 1993 in Dartmouth, Nova Scotia, convicted of driving over 0.8 contrary to Section 253(b) of the Criminal Code.

FINDING OF FACTS:

- i. Mr. Campkin failed to provide accurate and complete information regarding his convictions in his ACSW application September 3, 2005 answered “Section 6 paragraph (g): Have you ever been convicted or pled guilty to a criminal offence, or other than a minor traffic violation? with a response of “No””
 - ii. ACSW required Mr. Campkin to meet with Dr. Cairns for a psychological assessment. Mr. Campkin disclosed that he had two (2) convictions to Dr. Cairns in Prince Edward Island and in Nova Scotia. He failed to mention also having a conviction in Alberta.
 - iii. Mr. Campkin with withheld or failed to correct the record relayed to ACSW by Dr. Cairns and more specifically Dr. Cairns being unaware of his driving issues.
 - iv. Mr. Campkin acknowledged that his conduct as described constitutes unprofessional conduct.
 - v. Mr. Campkin provided a written admission of unprofessional conduct regarding his failure disclosure his convictions.
- b. That Mr. Campkin’s employment was terminated with Powell River Employment Program Society (“PREPS”) in or about August 1994.

FINDING OF FACTS:

- i. Mr. Campkin failed to disclose his suspension and termination from his employment with “PREP” in his application to ACSW.
- ii. Mr. Campkin in his ACSW application of September 3, 2005 in response to the question “(j) Have you been involuntarily terminated from employment? Mr. Campkin indicated “No”.
- iii. Mr. Campkin failed to disclose the reason why his employment was suspended or terminated in his application to ACSW.
- iv. Mr. Campkin acknowledge that his conduct as described constitutes unprofessional conduct.
- v. Mr. Campkin provided a written admission of unprofessional conduct stating that his employment with “PREPS” was terminated in or about August 1994.

- c. In Mr. Campkin's application for registration to the ACSW dated September 3, 2005, he failed to disclose the exact nature of the findings made against him by the Nova Scotia Association of Social Workers in 2003.

FINDING OF FACTS:

- i. Mr. Campkin acknowledge that his conduct as described constitutes unprofessional conduct.
- ii. Mr. Campkin provided a written admission of unprofessional conduct stating that his employment with "PREPS" was terminated in or about August 1994.

Failure to be Candid

The following conduct contravenes 2. 44(a), 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct pursuant to s.1(1)(pp),(i),(ii),(vii), and (xii) of the *Health Professions Act*.

- d. That in Mr. Campkin's application for registration to the ACSW dated September 3, 2005, he failed to answer candidly in response to the question "have you ever been convicted of or plead guilty to a criminal offence".

FINDING OF FACTS:

- i. Mr. Campkin failed to provide accurate and complete information in on his ACSW application September 3, 2005 answered "Section 6 paragraph (g): Have you ever been convicted or pled guilty to a criminal offence, or other than a minor traffic violation? with a response of "No".
 - ii. ACSW required Mr. Campkin to meet with Dr. Cairns for a psychological assessment. Mr. Campkin disclosed that he had two (2) convictions to Dr. Cairns in Prince Edward Island and in Nova Scotia. He failed to mention also having a conviction in Alberta.
 - iii. Mr. Campkin with withheld or failed to correct the record relayed to ACSW by Dr. Cairns and more specifically Dr. Cairns being unaware of his driving issues.
 - iv. Mr. Campkin acknowledged that his conduct as described constitutes unprofessional conduct.
 - v. Mr. Campkin provided a written admission of unprofessional conduct regarding his failure to be candid about his driving convictions.
5. That in Mr. Campkin's assessment by Dr. Cairns on behalf of the ACSW, he disclosed two but not three convictions for driving offences. With respect to the third undisclosed conviction:
- i. That criminal convictions had resulted in the loss of his ability to drive a

motor vehicle;

- ii. That the criminal convictions causing loss in his ability to drive a motor vehicle had resulted in the termination of his employment with PREPS;

FINDING OF FACTS:

- Mr. Campkin did not disclose his third driving conviction to Dr. Cairns during the Assessment requested by ACSW.
 - Mr. Campkin withheld the information that his employment with PREPS was terminated because of failing to disclose his driving conviction and that he was driving clients while suspended.
 - Mr. Campkin acknowledged that his conduct as described constitutes unprofessional conduct.
 - Mr. Campkin provided a written admission of unprofessional conduct regarding his failure to be candid regarding his convictions for driving offences
6. That Mr. Campkin mislead regulatory bodies about his conduct giving rise to the NSASW proceedings specifically;
 - i. The NSASW (2003);
 - ii. The GSCC (2006)
 - iii. The ACSW (2005);
 - iv. The BCCSW (2006);

FINDING OF FACTS:

- i. Mr. Campkin acknowledged that his conduct as described constitutes unprofessional conduct.
- ii. Mr. Campkin provided a written admission of unprofessional conduct regarding his failure disclosure to be candid regarding his conduct that gave rise to NSASW proceedings.

Professionalism

The following conduct contravenes 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct pursuant to s.1(1)(pp),(i),(ii),(vii), and (xii) of the *Health Professions Act*.

6. That at no time has Mr. Campkin made any effort to rectify any of the incorrect or inaccurate information he provided to the ACSW as noted in the Failure to be Candid paragraphs 4 and 5 above.

FINDING OF FACTS:

- i. Mr. Campkin had not made any effort to provide accurate and truthful information regarding the incorrect information he provided in his ACSW application dated September 3, 2005 including up to and including the investigation April 15, 2015.
- ii. Mr. Campkin had not made any effort to provide accurate and truthful information regarding the incorrect information he provided in his ACSW application dated September 3, 2005 including his subsequent correspondence with ACSW (October 11, 2005, October 14, 2005 and other correspondence.
- iii. Psychological Assessment completed by Dr. Carins indicated that Mr. Campkin had two (2) convictions for impaired driving February 18, 2006. Mr. Campkin review the report and did not dispute or correct this information.
- iv. Mr. Campkin failed to disclose that his employment with PREPS was terminated as he had a conviction causing him to lose the ability drive motor vehicle in the psychological assessment completed by Dr. Carins.
- v. Mr. Campkin acknowledged that his conduct as described constitutes unprofessional conduct.
- vi. Mr. Campkin provided a written admission of unprofessional conduct regarding his professionalism by failing to rectify incorrect or inaccurate information provided to ACSW.

The Hearing Tribunal accepts all the admissions of the investigated member.

REASONS FOR DECISION ON SANCTIONS

As a result of the findings of the Hearing Tribunal with respect to allegations of unprofessional conduct, the Parties presented a proposed Joint Submission as To Sanctions during the hearing on April 9, 2018. The Hearing Tribunal makes the following orders in accordance with s.82 of the Act.

1. A reprimand shall be issued to Mr. Campkin.
2. Mr. Campkin shall practice under supervision by an MSW/RSW social worker (or individual approved by the ACSW) (either within his employment or outside of his employment) for a period of two (2) years. The cost of his supervision shall be the responsibility of Mr. Campkin. The individual providing supervision shall be approved by the ACSW. The terms of his supervision shall be agreed upon between Mr. Campkin and the supervisor with disclosure to the ACSW as required.
3. Mr. Campkin shall continue monthly counselling with a mental health practitioner approved by the ACSW for a period of two (2) years from the date of this Order. The cost of this counselling shall be the responsibility of Mr. Campkin. The ACSW shall be entitled to disclosure from the therapist as requested.

4. During the time Mr. Campkin remains registered with the ACSW, Mr. Campkin shall provide written quarterly reporting to the Complaints Director of the ACSW with disclosure of such information as is contained in the standard application for registration with the ACSW, including but not limited to:
 - Any employment changed and the reason therefore;
 - Any disciplinary matters of any nature in any jurisdiction;
 - Any criminal charges and/or convictions;
 - Any bankruptcy declarations;
 - Any emotional, mental or addiction problems;
 - Any involuntary terminations from any employment;
 - His personal and professional reflections to include but not limited to ethical issues arising in the course of his practice and his response thereto;
 - An acknowledgement as to the level of stress in his life, the causes thereof, the impact on his life and the response thereto.
5. Mr. Campkin shall continue to undertake ongoing personal development education and/or training in the amount of ten (10) additional hours per year for a period of ten (10) years, or until he retires from practice, whichever is first. This is in addition to Mr. Campkin's continuing education obligations. The cost of this additional ongoing development/training shall be the responsibility of Mr. Campkin and reporting will be required on an annual basis in writing to the ACSW or as requested by the ACSW.
6. Mr. Campkin shall pay a fine in the amount of \$10,000.00 with respect to his failure to be candid. Such fine is payable over a period of five (5) years and to be completely paid within five (5) years of the date of this Order. This Order shall survive any bankruptcy proceedings initiated by Mr. Campkin.
7. Mr. Campkin shall pay costs of this matter in the amount of \$2,5000.00 payable over two (2) years from the date of this Order. This Order shall survive any bankruptcy proceedings initiated by Mr. Campkin.
8. The Complaints Director shall maintain the discretion to suspend Mr. Campkin pending a Hearing should the Complaints Director in his/her sole discretion conclude that Mr. Campkin has breached this Order or there is a reporting of any matter referred to in paragraph 4 herein. Mr. Campkin specifically acknowledges that any breach of this Order shall constitute grounds for cancellation or his membership in the ACSW.
9. There shall be publication of this Order on a without-name basis.

The Hearing Tribunal makes its Order as set out on the basis of the following reasons. In determining the appropriate sanctions, the Hearing Tribunal focussed on five main principles:

- Protection of Public
- Deterrence (specific and general)

- Preservation of the Integrity of the Profession
- Rehabilitation of Member
- Fairness to Member

1. **Protection of Public**

The ACSW is a self-governing professional body established under the Health Professions Act and is responsible for regulation of the profession in the public interest. This includes ensuring that all registered practitioners are capable of practicing their profession in a manner that protects the public, including their clients, from unacceptable risk or acts of unprofessional conduct.

Sanction 1. A reprimand shall be issued to Mr. Campkin.

Mr. Campkin's admissions of unprofessional conduct contravenes s. 2. 44(a), 44(g) of the Standards of Practice 1999 and the Code of Ethics 1983 and constitutes unprofessional conduct pursuant to s.1(1)(pp),(i),(ii),(vii), and (xii) of the *Health Professions Act*. This contravention of ethical social work practice warrants a reprimand being placed on M. Campkin's ACSW file.

- The reprimand provides protection to the public and it satisfies the "fairness test" when compared to sanctions imposed on other members for unprofessional conduct.

Sanction 2. Mr. Campkin shall practice under supervision by an MSW/RSW social worker (or individual approved by the ACSW) (either within his employment or outside of his employment) for a period of two (2) years. The cost of his supervision shall be the responsibility of Mr. Campkin. The individual providing supervision shall be approved by the ACSW. The terms of his supervision shall be agreed upon between Mr. Campkin and the supervisor with disclosure to the ACSW as required.

- Supervision protects the public and ensures an accountable social work practice.

Sanction 3. Mr. Campkin shall continue monthly counselling with a mental health practitioner approved by the ACSW for a period of two (2) years from the date of this Order. The cost of this counselling shall be the responsibility of Mr. Campkin. The ACSW shall be entitled to disclosure from the therapist as requested.

- Monthly counselling serves to protect the public by ensuring Mr. Campkin is managing his own wellness and life stressors while in the best interest of his social work practice.

Sanction 4. During the time Mr. Campkin remains registered with the ACSW, Mr. Campkin shall provide written quarterly reporting to the Complaints Director of the ACSW with disclosure of such information as is contained in the standard application for registration with the ACSW, including but not limited to:

- Any employment changed and the reason therefore;
 - Any disciplinary matters of any nature in any jurisdiction;
 - Any criminal charges and/or convictions;
 - Any bankruptcy declarations;
 - Any emotional, mental or addiction problems;
 - Any involuntary terminations from any employment;
 - His personal and professional reflections to include but not limited to ethical issues arising in the course of his practice and his response thereto;
 - An acknowledgement as to the level of stress in his life, the causes thereof, the impact on his life and the response thereto.
- This sanction is in the public interest and maintains the integrity of the profession

Sanction 6. Mr. Campkin shall pay a fine in the amount of \$10,000.00 with respect to his failure to be candid. Such fine is payable over a period of five (5) years and to be completely paid within five (5) years of the date of this Order. This Order shall survive any bankruptcy proceedings initiated by Mr. Campkin.

- This sanction serves to ensure that both Mr. Campkin and other members of the profession are accountable to the public.
- This sanction serves to ensure that both Mr. Campkin and other members of the profession are accountable to the public.

Sanction 7. Mr. Campkin shall pay costs of this matter in the amount of \$2,5000.00 payable over two (2) years from the date of this Order. This Order shall survive any bankruptcy proceedings initiated by Mr. Campkin.

- This sanction is in the public interest and maintains the integrity of the profession.
- This sanction serves to ensure that both Mr. Campkin and other members of the profession are accountable to the public.

Sanction 8. The Complaints Director shall maintain the discretion to suspend Mr. Campkin pending a Hearing should the Complaints Director in his/her sole discretion conclude that Mr. Campkin has breached this Order or there is a reporting of any matter referred to in paragraph 4 herein. Mr. Campkin specifically acknowledges that any breach of this Order shall constitute grounds for cancellation or his membership in the ACSW.

- This sanction is in the public interest and maintains the integrity of the profession.

Sanction 9. There shall be publication of this Order on a without-name basis.

- The sanction serves the purpose of ensuring the public of the transparency in the ACSW discipline of it's members.

2. Deterrence (specific and general)

The reprimand in **Sanction 1** serves as a deterrent and it satisfies the “fairness test” when compared to sanctions imposed on other members for unprofessional conduct. The monetary **Sanctions 2 and 5** (the responsibility for the costs of practicing under supervision and for the ongoing required personal development and/or training required) are a deterrence to not engage in further unprofessional conduct. It also acts as a deterrence for other members of the social work profession. The monetary fines in **Sanctions 6 and 7** serve to act as a deterrent for both Mr. Campkin and to other members of the profession, it holds Mr. Campkin and other members of the profession accountable to the ACSW, each other and to members of the public. **Sanction 8** serves to act as a deterrence for Mr. Campkin. **Sanction 9** serves as a deterrent for Mr. Campkin and other members of the profession. All these sanctions serve to maintain the fairness and integrity of the profession.

3. **Preservation of the Integrity of the Profession**

The ACSW is self-regulated, and as such is responsible for ensuring that the Code of Ethics and Standards of Practice are followed by all registered members, as well as taking disciplinary action in cases of unprofessional conduct. Failure to maintain high professional standards and ethics by the ACSW would serve to undermine public confidence in the profession of social work and its registered practitioners.

The sanctions serve to preserve the integrity of the profession are **Sanctions 1, 2, 4, 6, 7, 8 and 9**. The sanctions serve to maintain the fairness to Mr. Campkin and other members of the profession. The sanctions satisfy the “fairness test” when compared to sanctions imposed on other members for unprofessional conduct. The sanctions ensure the transparency of the ACSW disciplinary process is maintained for the protection of the public.

4. **Rehabilitation of the Member**

The Hearing Tribunal noted a pattern of several instances of poor judgment and decision-making by Mr. Campkin in making his application and in his providing care and services to his client which put the client and public at risk. The following Sanctions act in a rehabilitative role for Mr. Campkin:

Sanction 2. Given Mr. Campkin’s acknowledgement that he failed to be candid, disclose and update his information on his application and with his counsellor, as mandated by past ACSW action in regards to his registrations in other jurisdictions; his employment and dismissal from past employment; alcohol related driving criminal convictions supervision will provide a mechanism to review his practice to ensure that it is within the social work Standard of Practice, the Social Work Code of Ethics and the health Professions Act. Supervision will provide a mechanism to monitor his practice and demonstrate to clients and the public that the ACSW will ensure members adhere to the Standards of Practice and the Social Work Code of Ethics for the protection of the public.

Supervision will provide Mr. Campkin with support in enhancing his social work practice. It is considered a rehabilitative sanction that will assist Mr. Campkin to resume a competent, ethically sound social work practice.

Sanction 3. This sanction serves the purpose of providing Mr. Campkin with a rehabilitative process through counselling with a mental health practitioner who will be able to assist him and his ability to manage his own wellness and life stressors in his best interest and the interest of the public

Sanction 5. The successful completion of the ongoing personal development education and/or training will support Mr. Campkin in managing future decisions regarding his personal development as a social worker. It adds to the rehabilitative requirements of the sanctions.

5. Fairness to the Member

The Hearing tribunal recognizes the need for fairness in determining sanctions that are appropriate for the unprofessional conduct Mr. Campkin has admitted to. The principles of the “fairness test” have been applied when compared to sanctions imposed on other members for unprofessional conduct. The allegations heard were of a very serious nature starting with his initial application with ACSW and renewals; his appeals and challenges that impeded due process for an extended period have resulted in the high monetary sanctions. The long and protracted nature of the allegations facts have also been a considering factor in the sanctions.

The Hearing Tribunal acknowledges that Mr. Campkin has accepted full responsibility for his actions and that he has demonstrated insight into himself and his future practice decisions.

A handwritten signature in black ink, appearing to read 'Borggard', with a stylized, flowing script.

Valerie Borggard, RSW, Chair

On Behalf of the Hearing tribunal, April 9, 2018