



— COLLEGE OF —
CHIROPRACTORS
— OF ALBERTA —

Complaint Resolution Agreement Admission and Orders of:

Dr. Stephen Waddell

On:

October 15, 2025

Posting expiration date:

October 15, 2035

COMPLAINT RESOLUTION AGREEMENT

Dated this 15th day of October, 2025.

Pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN

Dr. Stephen Waddell (“Dr. Waddell”)

---and---

**Ms. Kerstin Hurd, Complaints Director for the College of Chiropractors of Alberta
(the “Complaints Director”)**

BACKGROUND MATTERS

- A. The College of Chiropractors of Alberta or CCOA (the “College”) is the regulatory body for the profession of chiropractic pursuant to the *Health Professions Act*, R.S.A. 2000, c. H-7 (“HPA”). The parties agree that for the purposes of this agreement, the term “College” shall include the College of Chiropractors of Alberta and all predecessor colleges under prior applicable legislation.
- B. On or about September 21, 2023, the Complaints Director received a referral from the Competence Committee pursuant to Part 3 of the HPA concerning the actions of Dr. Waddell. The information from the Competence Committee outlined Dr. Waddell’s failure to meet the minimum standards as identified during practice visits after being offered four attempts to improve practice.
- C. The Complaints Director initiated a complaint (“the Complaint”) pursuant to section 56 of the HPA. On March 12, 2024, the Complaints Director notified Dr. Waddell of the Complaint and requested a response.
- D. The Complaints Director appointed an investigator who conducted an investigation pursuant to Part 4 of the HPA.
- E. The Complaints Director, under the authority of s. 55(2)(a.1) of the HPA, has proposed this Complaint Resolution Agreement (the “CRA”) to Dr. Waddell in an attempt to resolve the Complaint.

COMPLAINT RESOLUTION AGREEMENT

IN CONSIDERATION OF the terms and conditions set out herein, the Complaints Director and Dr. Waddell hereby agree, and Dr. Waddell hereby acknowledges that:

- 1. At all times concerning the conduct in question, Dr. Waddell was a regulated member of the College.
- 2. Dr. Waddell acknowledges that:
 - a. On, or about June of 2023, Dr. Waddell failed to obtain and/or document:
 - i. Informed consents. For patient [REDACTED], you did not sign the informed consent form. For patient [REDACTED], you signed the informed consent form six days after the appointment date.
 - ii. A patient history for patient [REDACTED], [REDACTED], and [REDACTED].
 - iii. A physical examination for patient [REDACTED], [REDACTED].
 - iv. An assessment for patients [REDACTED], [REDACTED], and [REDACTED].

- v. A report of findings for patients [REDACTED] and [REDACTED].
 - vi. A diagnosis and treatment plan for patients [REDACTED], [REDACTED], [REDACTED].
 - vii. An assessment and patient history that provides the clinical relevance for ordering and referring patients for an x-ray and that supports the requisitions ordered under your signature and PRACID [REDACTED], for patients [REDACTED] and [REDACTED].
- b. On or about June of 2023, Dr. Waddell delegated a restricted activity, ordering x-rays, to an unregulated healthcare provider.
3. Dr. Waddell's conduct, as described above, could be considered violations of the following parts of the College's Standards of Practice and Code of Ethics:

Standards of Practice

- 3.1 Informed Consent
- 3.2 Treatment Recommendations and Referrals
- 4.2 Clinical Services Provided by Unregulated Healthcare Providers
- 4.9 Restricted Activity Authorization
- 5.1 Record Keeping Requirements
- 5.2 Clinical Relevance of Treatment Recommendations

Code of Ethics

- Article A2: Current/Continued Competence
- Article A5: Informed Choice of and Consent for Treatment
- Article B3: Contractual Services/Practice Arrangements
- Article D1: Recognition of Responsibilities to Society

IN CONSIDERATION OF the conduct acknowledged above, the Complaints Director and Dr. Waddell agree to the following terms:

1. Dr. Waddell will take both of the following education courses:
 - a. PBI – Medical Record Keeping (MR – 17)

[Medical Record Keeping • MR-17 • PBI Education](#)
 - b. NAIT – Professionalism and Ethics for Healthcare Professionals

[IPHE201 - Professionalism and Ethics for Healthcare Professionals - NAIT](#)

These will be taken at Dr. Waddell's cost and will not count towards his annual continuing competence requirements. Both of the above courses must be completed within 6 months of the effective date of the CRA.

2. Dr. Waddell will pay a total fine of \$2500. The fine must be paid in full within 6 months of the effective date of the CRA.
3. Dr. Waddell will participate in and comply with three (3) in-person practice visits to be conducted by a College approved delegate. The Complaints Director, or the College approved delegate, will communicate with Dr. Waddell to select dates for the practice visits that work for both parties. The Complaints Director will offer a reasonable amount of flexibility in scheduling the practice visits. All three practice visits must be completed within one (1) year of the effective date of the CRA. The costs associated with the practice visits, including reporting and any costs associated with implementing the recommendations resulting

from the practice visits, will be Dr. Waddell's responsibility. The hourly rate for the College approved delegate will be \$200/hour, up to a maximum of \$2000 for each practice visit, and this includes time spent preparing for, conducting and reporting for each practice visit. Upon completion of the three consecutive practice visits, written notification by the College approved delegate will be required, to notify the Complaints Director that Dr. Waddell has successfully implemented the required practice changes and there is no evidence to indicate that Dr. Waddell is in violation of Standards of Practice and Code of Ethics with respect to the issues identified in the Complaint. Specific areas of review for ongoing compliance will include:

- a. Standards of Practice, with specific focus on the following:
 - i. SP 3.1
 - ii. SP 3.2
 - iii. SP 4.2
 - iv. SP 4.9
 - v. SP 5.1
 - vi. SP 5.2

After the three (3) practice visits, if there is ongoing evidence that Dr. Waddell's practice is not meeting the CCOA's Standards of Practice or Code of Ethics, then a new complaint may be initiated by the Complaints Director in accordance with s. 56 of the HPA.

4. A copy of the CRA with Dr. Waddell's name will be published on the College's website for 10 years. Publication with the name of practitioner is in accordance with College Bylaws.
5. Dr. Waddell agrees and acknowledges that in the event he fails to comply with any term of this Agreement, the College may initiate a new complaint under s. 56 of the HPA.
6. Upon Dr. Waddell's and the Complaints Director's mutual execution of this CRA, College File 24-15 will be closed by resolution with consent as per subsection 55(2)(a.1) of the HPA.

I, Dr. Stephen Waddell, have had the opportunity to seek legal advice from a lawyer in relation to this matter, and hereby acknowledge that I voluntarily enter into this CRA with the Complaints Director.

Oct 14th, 2025
Date



Dr. Stephen Waddell

October 15, 2025
Date



Kerstin Hurd, Complaints Director
College of Chiropractors of Alberta