

The Discipline and Review Committees held 16 hearings in 2010.

Case #1

The Review Committee met to consider a complaint referred by the Complaints Committee concerning a nurse from the hospital sector who was reported for theft of narcotics and substance abuse. The member chose not to attend the hearing, but provided the Review Committee with a written submission. The Review Committee found that the member was suffering from ailments or conditions rendering her unfit and unsafe to practise nursing, and that the member demonstrated dishonesty, conduct unbecoming a member as shown by her two criminal convictions and subsequent sentencing, and conduct adversely affecting the standing and good name of the practice of nursing and the nursing profession. The Committee also found that the member demonstrated professional misconduct and a disregard for the welfare and safety of patients by continuing to practise nursing while incapacitated by her ailments or conditions. The member's registration was revoked for a minimum period of three years and reinstatement will not be considered until sufficient evidence is submitted that satisfies the Committee that she is fit to return to the practice of nursing in a safe manner. The member was ordered to pay costs in the amount of \$2,000.

Case #2

The Review Committee met to consider a complaint referred by the Complaints Committee concerning a nurse from the hospital sector who was reported for theft of and tampering with narcotics, and substance abuse. The Review Committee granted a request for an adjournment of the hearing due to the member's health status. The suspension on the member's registration was continued until the member requests a hearing before the Review Committee and sufficient evidence is submitted confirming that the member is fit to return to the practice of nursing in a safe manner.

Case #3

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the hospital sector who was reported for theft and misappropriation of client medication. The Review Committee found that the member demonstrated professional misconduct and a disregard for the safety of patients by continuing to practise nursing while unfit or incapacitated. The Committee also found that the member demonstrated conduct unbecoming a member as shown by one criminal conviction and subsequent sentencing, and conduct adversely affecting the good name of the practice of nursing and the nursing profession. The member's registration was revoked and reinstatement will not be considered until sufficient evidence is submitted that satisfies the Committee that she is fit to return to the practice of nursing in a safe manner. The member was ordered to pay costs in the amount of \$3,000.

Case #4

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the hospital sector who was reported for incompetence and incapacity. The member chose not to attend the hearing, but provided the Review Committee with a written submission. The Review Committee found that the member was suffering from ailments or conditions rendering her unfit, incapable and unsafe to practise nursing. The member's registration was revoked and reinstatement will not be considered until sufficient evidence is submitted that satisfies the Committee that she is fit and capable to return to the practice of nursing in a safe manner.

Case #5

The Discipline Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the correctional sector who was reported for incompetence. The member provided the Discipline Committee with a written submission indicating that she will not in the future apply for registration as a nurse or for reinstatement of her registration. The Committee ordered that the member not be eligible to apply for registration or reinstatement, unless and until the complaint has been fully heard and determined by the Committee. The Committee also ordered that the register of the Association reflect that the member is not eligible for registration or reinstatement.

Case #6

The Discipline Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the nursing home sector who was reported for incompetence and abandonment. The Discipline Committee found that the member was suffering from an ailment or condition, rendering her unfit, incapable and unsafe to practise nursing. The Discipline Committee also found that the member's conduct, acts and omissions in her nursing practice demonstrated a lack of knowledge, skill and judgement as well as a disregard for the welfare and safety of patients. The suspension on the member's registration was continued for a minimum period of one year and until such time as sufficient evidence is submitted confirming that she is fit to return to the practice of nursing in a safe manner. Once this condition is met, the member will be eligible to apply for a non-practising status for the purpose of undertaking two modules of the Nurse Refresher Program recognized by the Association, one on pharmacology in nursing and the other on professional responsibilities. Upon successful completion of the two modules, the member will be eligible to apply for a conditional registration.

Case #7

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the nursing home sector who was reported for substance abuse. The member chose not to attend the hearing, but provided the Review Committee with a written submission. The Review Committee found that the member was suffering from ailments or conditions rendering her unfit and unsafe to practise nursing. The member's registration was revoked for a minimum period of two years and reinstatement will not be considered until sufficient evidence is submitted that satisfies the Committee that she is fit to return to the practice of nursing in a safe manner. The member was ordered to pay costs in the amount of \$2,500.

Case #8

The Discipline Committee held a reinstatement hearing at the request of a member whose registration had been revoked in January 2008 as a result of a complaint with respect to the theft of narcotics and the falsification of health records. The Discipline Committee granted reinstatement of the member's registration. The member was permitted to apply for a non-practising status for the purpose of undertaking two modules of the Nurse Refresher Program recognized by the Association, one on pharmacology in nursing and the other on professional responsibilities. Upon successful completion of the two modules, the member will be eligible to apply for a conditional registration.

Case #9

The Discipline Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the community sector who was reported for unethical and unprofessional behaviour. The Discipline Committee found that the complaint was not established by the evidence presented, and therefore dismissed the complaint.

Case #10

The Review Committee held a reinstatement hearing at the request of a member whose registration had been revoked in June 2006 as a result of the member suffering from ailments or conditions rendering her unfit and unsafe to practise nursing. The Review Committee granted reinstatement of the member's registration. The member was permitted to apply for a non-practising status to complete the Nurse Refresher Program, including the clinical component. Upon successful completion of the Nurse Refresher Program, the member will be eligible to apply for a conditional registration.

Case #11

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the hospital sector who was reported for theft of narcotics. The Review Committee found that the member was suffering from an ailment or condition, rendering her unfit and unsafe to practise nursing, and that the member's conduct demonstrated professional misconduct and a disregard for the welfare of patients. The suspension on the member's registration was continued for a minimum period of one year and until sufficient evidence is submitted that satisfies the Committee that she is fit and capable to return to the practice of nursing in a safe manner, at which time the member will be eligible to apply for a conditional registration. The member was ordered to pay costs in the amount of \$3,000.

Case #12

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the hospital sector who was reported for incapacity. The Review Committee found that the member was suffering from conditions or ailments rendering her unfit, incapable and unsafe to practise nursing. The Review Committee also found that the member's conduct constituted professional misconduct, a lack of judgement and a disregard for the welfare and safety of patients by practising nursing while incapacitated by her ailments or conditions, and that all of the member's ailments or conditions had not

been resolved. The member's registration was revoked for a minimum period of one year and reinstatement will not be considered until sufficient evidence is submitted that satisfies the Committee that she is fit and capable to return to the practice of nursing in a safe manner. The member was ordered to pay costs in the amount of \$2,000.

Case #13

The Review Committee met to consider a member's failure to meet the conditions imposed on her registration in 2009 subsequent to a complaint related to substance abuse. The member chose not to attend the hearing, but provided the Committee with a written submission. The Review Committee found that the member was suffering from ailments or conditions rendering her unfit, incapable and unsafe to practise nursing. The Review Committee also found that the member's conduct demonstrated professional misconduct, a lack of judgement, dishonesty and a disregard for the welfare and safety of patients by continuing to practise nursing while incapacitated. The member's registration was revoked for a minimum period of three years and reinstatement will not be considered until sufficient evidence is submitted that satisfies the Committee that she is fit to return to the practice of nursing in a safe manner.

Case #14

The Discipline Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the nursing home sector who was reported for theft of money and property. The Discipline Committee found that the member demonstrated professional misconduct, dishonesty and conduct unbecoming a member as shown by the removal of money and inventory from her place of employment on more than one occasion, to the detriment of residents. The Discipline Committee also found that the member failed to adhere to established and recognized nursing standards of practice. The member's registration was revoked for a minimum period of three years and until the member pays a fine in the amount of \$1,000, as well as costs in the amount of \$7,000.

Case #15

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the hospital sector who was reported for incompetence. The member chose not to attend the hearing. The Review Committee found that the member's actions and omissions constituted incompetence, a lack of judgement and a disregard for the welfare and safety of patients, and ordered that the suspension on the member's registration be continued. The member may request a hearing before the Review Committee within 12 months of the date of the order; otherwise the member's registration will

be revoked.

Case #16

The Review Committee met to consider a complaint referred to it by the Complaints Committee concerning a nurse from the hospital sector who was reported for theft of narcotics and substance abuse. The Review Committee found that the member was suffering from an ailment or condition rendering her unfit and unsafe to practise nursing, and that the member's conduct demonstrated professional misconduct, conduct unbecoming a member, dishonesty and a disregard for the welfare and safety of patients by continuing to practise while incapacitated. The suspension on the member's registration was continued for a minimum period of nine months and until sufficient evidence is submitted that satisfies the Committee that she is fit to return to the practice of nursing in a safe manner, at which time the member will be eligible to apply for a conditional registration. The member was ordered to pay costs in the amount of \$2,500.

Six cases were carried over to 2011. One hearing was not completed and was also carried over.