Publication of Decision of Discipline Hearing

Annabelle Santiago, CRNM #138644

THE Member was charged with displaying a lack of knowledge or a lack of skill or judgment in the practice of registered nursing and for not meeting entry level competencies expected of a registered nurse in Manitoba in order to provide safe and competent nursing care. The allegations that led to this charge are that the Member committed medication administration errors of a sufficient degree that there were concerns about her ability to safely administer medications and that she was unwilling to accept responsibility for her actions.

The Discipline Panel commenced a hearing on November 8, 2010. The Member pled not guilty to all of the charges. The Discipline Panel reconvened the hearing on January 17 and 18, 2011, February 22 - February 25, 2011 and May 6, 2011. The Panel determined that CRNM had proven that the Member did not meet entry level competencies and demonstrated a lack of knowledge or skill or judgment in the practice of registered nursing.

The Discipline Panel ordered that
1. The Member shall have her registration under the Registered Nurses Act cancelled immediately.
2. The Member shall pay costs of $5,000.00. The costs must be paid prior to an application to the Board of CRNM for reinstatement. If the Member never applies for reinstatement, no costs are payable.

The Panel considers the foregoing disposition to be appropriate for the following reasons:
1. In its decision, the Panel determined that the Member displayed repeated evidence of lack of knowledge, skill and judgment in the practice of registered nursing.
2. The Member's lack of knowledge, skill and judgment represents serious shortcomings that could expose the public to risk of harm if allowed to practice.
3. Regulation in the public interest requires the Panel to assess the degree of risk of permitting the Member to hold herself out as a registered nurse.
4. The Panel recognizes that cancellation of a member's license must be limited to the most serious of circumstances. In this case the Panel has concluded that the Member demonstrates a serious lack of knowledge, skill and judgment.
5. In assessing the Member's shortcomings, they can be categorized in four broad themes:
   i) **The Member has repeatedly demonstrated a lack of knowledge, skill and judgment.**
   This was demonstrated in many areas of practice including drug administration, clinical assessment, care planning and a fundamental lack of knowledge of the nursing process.
   ii) **In many cases the extent of the Member's lack of knowledge, skill and judgment creates a serious risk of harm.**
   The Member was unable to calculate medication dosages, failed to recognize serious symptoms constituting medical emergencies and failed to accurately assess patient needs.
   iii) **The Member's lack of knowledge, skill and judgment are in areas which are fundamental to the practice of registered nursing and involve core competencies.**

The Member demonstrates an inability to consistently prepare nursing care plans and apply the fundamentals of the nursing process. She does not demonstrate critical thinking.
   iv) **The Member has been provided with ample opportunity to improve.**
   CRNM has worked with the Member for three and a half years to enable her to meet entry level competencies, including a remedial study plan and referral for specific course work which the Member was unable to successfully complete. Despite these opportunities, the Member has been unable to demonstrate to the Panel that she is able to improve to the point that she can provide safe, competent care.
6. The Panel believes that the Member's continued registered nursing practice poses an unacceptable risk of harm to persons under her care.
7. The Panel believes that all reasonable attempts at remediation have been exhausted. If the Member does not meet entry level requirements and cannot be further educated so as to permit her to meet entry level competencies, she is not safe to practice registered nursing and the Panel has no choice but to cancel the Member's license.