



College Member
CRNM #131682

Notice of Censure

Allegation:

The report raised the following issues:

1. Although her CNA certification lapsed in 2009, the member continued to use the certification credential.

Findings:

1. The member's CNA certification in Canadian Hospice Palliative Care Nursing, CHPCN(C), expired in 2009. The member made no attempts to renew that certification. Although that designation was expired, the member knowingly falsified and continued to use the designation on correspondence and business cards in her capacity as a registered nurse until 2013.
2. In 2013, the member's employer discovered that the member no longer possessed the designation of CHPCN(C), and that the member had been using the credential.
3. In response to the written notification of allegations received by the College, the member acknowledged that the reason she let her certification lapse was related to the lack of support, academically and financially, she had from her manager. She acknowledged that the certification was not a requirement to be Regional Palliative Care Coordinator at that time.
4. The member states in her letter of response that she did not intend to misrepresent or demean the credential.
5. The member knowingly falsified a professional credential.
6. The member acknowledged in her letter of response that she takes full responsibility for her lack of insight and judgement.
7. The Investigation Committee's position is that the member ought to have known that she had a professional and ethical responsibility to demonstrate leadership as expected of a reasonable and prudent RN and to not use a credential that she did not have the authority to use.
8. Although this member's conduct is sufficiently serious to refer to the Discipline Committee, the Investigation Committee is mindful of the fact that the member does not have a disciplinary record.
9. On these facts, the Investigation Committee believes the censure should be published as it will serve as a specific deterrent for the member.
10. Publication will serve as general deterrence and educate members and the public about the seriousness of the member's action in particular the seriousness of falsifying professional credentials.

11. The Investigation Committee considered all the evidence before it and in this circumstance agreed to publish the member's registration number only.
12. The Investigation Committee is reasonably satisfied that the facts support that the member did not meet the following Standards of Practice for Registered Nurses:

Standards of Practice for Registered Nurses 2013

Standard II: Professional Practice

Registered nurses are accountable and responsible for nursing practice that is informed by evidence and demonstrates competence.

Indicators:

- 11) You take personal responsibility for professional conduct and fitness to practice.

Standard IV: Ethical Practice

Registered nurses recognize, promote and uphold the ethical standards of the nursing profession.

Indicators:

- 23) You practice in accordance with the values outlined in the *Code of Ethics*.

Code of Ethics

G. Being Accountable

Nurses are accountable for their actions and answerable for their practice.

Ethical responsibilities:

- 6) Nurses clearly and accurately represent themselves with respect to their name, title and role.

Decision:

On these facts, the Investigation Committee records its disapproval of the lack of professionalism in failing to adhere to the ethical values and standards of practice as required in the *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses*.

On these facts, the Investigation Committee believes that this censure should be published as it will alert other RNs of the seriousness of falsifying professional credentials and will act as a deterrent for other RNs.

In this particular circumstance, the Investigation Committee orders the member to pay costs of \$500.

The member appeared before the investigation committee on Oct. 30, 2014 and was read the censure.