

Notice of Censure

Kathleen Ramesar
CRNM #132472

Allegation

The report alleged that the member was suspended by her employer for reasons related to Personal Health Information Act (PHIA) and confidentiality breaches at the workplace.

Findings

The member acknowledged that she looked into the electronic chart of a patient that she was not providing care to. The member was aware of that patient and their health issues due to a personal relationship and checked on their health status through their electronic patient record.

The member acknowledged that she violated her professional responsibility of the Personal Health and Information Act (PHIA) and her duties regarding confidentiality.

The member should not have looked into that patient record.

This action demonstrates an obvious disregard of the CRNM *Standards of Practice for Registered Nurses* and the CNA *Code of Ethics for Registered Nurses*.

Relevant Standards of Practice for Registered Nurses and the Code of Ethics for Registered Nurses:

- **Standard I: Professional Responsibility and Accountability**
Registered Nurses are responsible and accountable for their nursing practice and conduct.
 - Indicator: 1. Practice in a manner consistent with the Registered Nurses Act, the *Standards of Practice for Registered Nurses*, the *Code of Ethics for Registered Nurses* (Part 1), *Professional Boundaries for Therapeutic Relationships* and other provincial and federal legislation.

- **Standard V: Ethical Practice**
Registered nurses promote and uphold the ethical standards of the nursing profession.
 - Indicator: 24. Practice in accordance with the values outlined in the *Code of Ethics for Registered Nurses* (Part I):
 - D. Maintaining Privacy and Confidentiality**
Nurses recognize the importance of privacy and confidentiality and safeguard personal, family and community information obtained in the context of a professional relationship.
 - Ethical Responsibilities:
 1. Nurses do not abuse their access to information by accessing health-care records, including their own, a family member's or any other person's, for purposes inconsistent with their professional obligations.

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*.

Although this 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. The censure will adequately protect the public's concern regarding the privacy of personal health information and the role of registered nurses as trustees of that information. On these facts, the investigation committee believes that this censure should be published as the censure will act as a deterrent for other registered nurses.

Decision

The member appeared before the investigation committee and was read the censure. The investigation committee requested the member pay costs of \$1,000.