

Colleen Spencer - #20046901

On July 15th, 2005, the Discipline and Fitness to Practise Committee met to consider a complaint referred to it by the Complaints Committee concerning professional misconduct by a member working in the nursing home sector. The member was reported for unsafe practice and patient neglect. It was also alleged that the member frequently fell asleep during shifts, took excessive breaks, and was persistently late for shifts. Pursuant to section 33 of the Act, the Board of Directors suspended the member's certificate of registration pending completion of the proceedings by the committee.

The committee considered all of the evidence presented, which included a written submission provided by the member and concluded that the member's conduct was incompetent in accordance with the definition outlined in section 23 of the Act. The committee also found the member's actions to amount to professional misconduct in accordance with paragraph 53(c) of the Act for failing to display the basic LPN skills as described in the Standards of Practice. Finally, the committee found the member to have acted in contravention with items 1, 6, and 8 of the Code of Ethics.

The committee decided to revoke the member's certificate of registration for two years in accordance with paragraph 56(2)(f) of the Act and ordered that, prior to reinstatement, the member was required to satisfy three conditions: (1) the member was required to successfully complete, at her expense, a refresher course approved by the Association and to provide proof of the same; (2) the member was required to provide to the Registrar documentation from a medical professional proving that she had taken responsibility for her physical and mental health sufficient to provide safe care in accordance with item 6 of the Code of Ethics; and (3) the member was required to pay to the Association a fine of \$1,000 in accordance with paragraph 56(2)(c) of the Act.