

**IN THE MATTER OF A DISCIPLINE HEARING  
BY A DISCIPLINE COMMITTEE ESTABLISHED PURSUANT  
TO THE LICENSED PRACTICAL NURSES ACT, 2000  
AND BYLAWS TO INQUIRE INTO THE CONDUCT OF  
JANINE CAVAN**

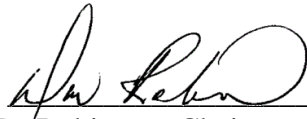
**ORDER OF THE DISCIPLINE COMMITTEE**

1. Pursuant to section 30(1)(e) of *The Licensed Practical Nurses Act, 2000* (the “Act”), Janine Cavan shall be reprimanded.
2. Pursuant to section 30(1)(c) of the Act, Janine Cavan’s license shall be suspended effective February 4, 2022 unless, on or before that date, Ms. Cavan provides verification to the Registrar that she has successfully completed the course *Critical Thinking in Nursing*, (CTN01) offered by John Collins Consulting Inc. Janine Cavan shall bear all costs of this course.
3. Pursuant to section 30(1)(d)(ii) of the Act, Janine Cavan’s continued practice shall be subject to the following conditions:
  - (a) On or before May 1, 2022, Janine Cavan shall successfully complete the SaskPolytech course *Roles, Responsibilities and Ethics (NURS – 1677)* and provide verification of completion to the Registrar. Janine Cavan shall bear all costs of the course.
  - (b) On or before November 1, 2022, Janine Cavan shall successfully complete the course *Professionalism in Nursing* (NProf005) offered by John Collins Consulting Inc. Janine Cavan shall provide verification of completion to the Registrar. Janine Cavan shall bear all costs of the course.
  - (c) On or before November 1, 2022, Janine Cavan shall successfully complete the course the SaskPolytech course *Safe Medication Administration* (PHAR-1608). Janine Cavan shall provide verification of completion to the Registrar. Janine Cavan shall bear all costs of the course.

4. Pursuant to section 30(1) (f) of the Act:
  - (a) For so long as Janine Cavan holds a practising license, she shall immediately advise the Registrar if she is the subject of any discipline sanctions taken by her nursing employer.
  - (b) For so long as Janine Cavan holds a practising license, she shall advise the Registrar if she changes her nursing employment to a different facility within the Saskatchewan Health Authority (SHA) or if she takes a nursing position where the SHA is not her employer. Ms. Cavan shall provide this notification to the Registrar within seven days of the date of the change.
  - (c) Janine Cavan shall ensure that her nursing employer completes and files performance appraisals with the Registrar at the following increments, following the date of this decision:
    - (i) After having completed 500 actual worked hours of LPN practice;
    - (ii) After having completed 1,000 actual worked hours of LPN practice;
    - (iii) After having completed 1,500 actual worked hours of LPN practice.Any unfavourable reviews shall be reported by the Registrar to the Counselling and Investigation Committee.
5. For a period of two years from the date of the Discipline Committee order, Janine Cavan shall be required to provide a copy of the Discipline Committee decision and order to her nursing employer. Further, Janine Cavan shall ensure that each nursing employer will provide written confirmation to the Registrar that the decision and order has been received.
6. Pursuant to section 30(2)(a)(ii) of the Act, Janine Cavan shall pay the costs of the investigation and hearing which costs shall be fixed in the amount of \$10,000.00. The costs shall be paid on or before November 1, 2024, failing which Janine Cavan's license shall be suspended until payment is made pursuant to section 30(2)(b) of the Act.

7. Pursuant to section 30(3) of the Act, a copy of the Discipline Committee order and decision shall be provided to Tyler Campbell, Wascana Rehabilitation Centre.
8. A copy of the Discipline Committee order and decision shall be published on the SALPN website.

DATED at regina, Saskatchewan, this 18th day of October, 2021.



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D. Robinson, Chairperson, Discipline Committee of the Saskatchewan Association of Licensed Practical Nurses on behalf of the Discipline Committee consisting of D. Robinson, E. McFadyen, K. Huckabay; M. Halyk; and M. Ellen Wellsch, Q.C.