

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 LICENSED PRACTICAL NURSE LISA SHREVE

REASONS FOR DECISION BY:

**SASKATCHEWAN ASSOCIATION OF LICENSED PRACTICAL NURSES
DISCIPLINE COMMITTEE**

Discipline Committee:

R. dos Santos (Chair), M. E. Wellsch, Q.C. and M. Halyk

Member:

Lisa Shreve (self-represented)

Legal Counsel:

Darcia Schirr, Q.C. (Counselling and Investigation Committee)

Lynsey Gaudin (Discipline Committee)

INTRODUCTION

- [1] On July 15, 2021, the Saskatchewan Association of Licensed Practical Nurses (the “**SALPN**”) received a complaint against SALPN member Lisa Shreve for her conduct while treating a patient, P.M. The complaint was referred to the Counselling & Investigation Committee (the “**Investigation Committee**”).
- [2] Upon investigation, the Investigation Committee alleged that Ms. Shreve’s conduct violated the provisions of *The Licensed Practical Nurses Act, 2000* (the “**Act**”) pertaining to professional incompetence, professional misconduct, and compliance with the Act and the *SALPN Regulatory Bylaws* (the “**Bylaws**”). In addition, it was alleged that Ms. Shreve violated provisions of the Bylaws, and several principles and standards of the *Code of Ethics for Licensed Practical Nurses in Canada* (the “**Code of Ethics**”) and the *Standards of Practice for Licensed Practical Nurses in Canada* (the “**Standards of Practice**”). As a result, the Investigation Committee recommended the SALPN Discipline Committee hear and decide on the allegations.
- [3] The Discipline Committee convened a panel, and a discipline hearing into the allegations was held on June 21, 2022 virtually via Zoom. Ms. Shreve appeared self-represented. The Discipline Committee confirmed Ms. Shreve was informed of her right to legal counsel, however wished to proceed without legal counsel. Darcia Schirr, Q.C., appeared as legal counsel for the Investigation Committee.
- [4] There were technical difficulties that prevented Ms. Shreve from attending by video; however, attending by telephone was successful. All parties agreed to continue with the hearing with Ms. Shreve attending by telephone.

[5] Ms. Schirr filed an Affidavit of Service of a process server who affirmed that Ms. Shreve was personally served on April 6, 2022 with a copy of the Notice of Discipline Hearing containing the particulars of her alleged professional incompetence and professional misconduct (collectively, **Exhibit P-1**). Appendix A to the Notice of Discipline Hearing dated April 1, 2022 set out the particulars of the allegations as follows:

1. On numerous and multiple occasions in June and July 2021 and while you were employed at the Arborfield Health Centre:
 - (a) You documented and made fictional entries on the Diabetes Record for the patient P.M. as you made up blood glucose levels for the patient.
 - (b) You administered Insulin Lispro and Insulin Glargine to patient P.M. without completing blood glucose tests or any assessment.
2. When you were questioned by the health services manager at Arborfield Health Centre about these incidents, you failed to be honest and forthright.

[6] Ms. Shreve entered a plea of guilty to the allegations described in Appendix A to the Notice of Discipline Hearing. An Agreed Statement of Facts (**Exhibit P-2**) and a Sanction Submission on penalty (**Exhibit P-3**) were provided to the Discipline Committee for consideration. Additionally, the Investigation Committee submitted a breakdown of the Actual and Anticipated Costs of the investigation and hearing process (**Exhibit P-4**). Ms. Shreve and Ms. Schirr provided oral submissions addressing the charges and the proposed penalties.

EVIDENCE

[7] At the outset of the hearing, the following Agreed Statement of Facts was filed with the Discipline Committee by Ms. Shreve and the Investigation Committee [the information referenced in the "Tabs" is not included]:

Introduction

1. Lisa Shreve resides in the Town of Carrot River in the Province of Saskatchewan. At the times material to these proceedings, Ms. Shreve was employed as a licensed practical nurse at Arborfield and District Health Centre in Arborfield, Saskatchewan.
2. Lisa Shreve first registered with the Saskatchewan Association of Licensed Practical Nurses (SALPN) on July 5, 2010 and she has remained a practicing member with SALPN since that date.
3. On July 15, 2021, SALPN received an on-line complaint from Erin Hoskaluk, Health Services Manager at Arborfield Health Centre.
4. The complaint was referred to the Counselling and Investigation Committee (the "Investigation Committee").
5. The Investigation Committee directed its investigator, Della Bartzen, to begin an investigation. Upon completion of the investigation, the Investigation Committee recommended, pursuant to section 26(2)(a) of The Licensed Practical Nurses Act, 2000 (the "Act"), that the Discipline Committee hear and determine the complaints. The investigation has resulted in the charges set out in Appendix A to a Notice of Discipline Hearing dated April 1, 2022.

6. Lisa Shreve admits the allegations described in Appendix A and admits that her conduct constitutes professional incompetence and professional misconduct as those terms are defined in the Act and amount to a breach of the Regulatory Bylaws, Code of Ethics and Standards of Practice particularized in the Notice of Discipline Hearing.

Background Underlying the Charges

7. Arborfield and District Health Centre (the "Health Centre") is an acute care and long-term care facility in the town of Arborfield. The facility has 35 long-term care beds and one respite bed. In addition, the Health Centre provides public health services and access to various therapies. The Health Centre is staffed with registered nurses, licensed practical nurses, and continuing care aides.
8. Lisa Shreve has been employed at the Health Centre since her initial registration as a licensed practical nurse in 2010.
9. Erin Hoskaluk became the Health Services Manager at the Health Centre in March 2021. She works Monday to Friday.
10. On June 28, 2021, Ms. Hoskaluk received a Client Incident Report dated June 25, 2021 regarding patient P.M. The Incident Report was prepared by Denise Bitzer who is a registered nurse at the Health Centre.
11. Attached at Tab "A" is the Client Incident Report. Under the heading "Description of the Incident", Ms. Bitzer wrote:

Upon review of glucometer it was noted that there was not [sic] glucose test done for brittle diabetic client on glucometer but a SBS of 17.4 was charted on resident chart for evening of June 24/21. the same for June 23/21 bedtime HS not recorded on glucometer 13.3 was charted, writer called Christine Melfort ... to request printout of glucometer. Christine on holidays.

12. Upon receipt of this Incident Report, Ms. Hoskaluk began an investigation. She reviewed P.M.'s chart and discovered that Ms. Shreve had entered blood glucose readings for patient P.M. on June 23, June 24, June 26, June 27, July 2, July 3 and July 4, 2021 but there were no corresponding records in the glucometer.
13. P.M. suffers from brittle diagnosis which is also called unstable or labile diabetes. This condition means that blood sugar swings can be severe and frequent. The blood sugar swings can lead to hypoglycemia or hyperglycemia. Brittle diabetes is difficult to manage. P.M.'s condition was closely monitored by the diabetes team and the nurse practitioner at the Health Centre.
14. Attached at Tab "B" is Diabetes Record for patient P.M. Ms. Shreve had made the following entries of blood glucose levels which were not recorded on the glucometer:

June 23, 2021 a blood glucose reading of 13.3 mmol/L @ 2100 was documented.

June 24, 2021 a blood glucose reading of 17.4 mmol/L @ 2100 was documented.

June 26, 2021 a blood glucose reading of 13.7 mmol/L @ 2030 was documented.

June 27, 2021 a blood glucose reading of 21.2 mmol/L @ 2010 was documented.

July 2, 2021 a blood glucose reading of 12.3 mmol/L @ FBS was documented.

July 2, 2021 a blood glucose reading of 17.1 mmol/L @ 1130 was documented.

July 2, 2021 a blood glucose reading of 22.9 mmol/L was documented but the time is illegible.

July 3, 2021 a blood glucose reading of 15.3 mmol/L @ 1145 was documented.

July 4, 2021 a blood glucose reading of 19.4 mmol/L @ 0740 was documented.

July 4, 2021 a blood glucose reading of 22.2 mmol/L @ 1155 was documented.

July 4, 2021 a blood glucose reading of 25.4 mmol/L @ 1650 was documented.

15. To manage her diabetes, P.M. received Insulin Glargine 100 units/ml injected subcutaneously at bedtime. Further, the physician had ordered Insulin Lispro 100 unit/ml injected subcutaneously with Insulin Lispro to be increased based on blood glucose readings. Attached at Tab "C" are the the Medication Administration Record for June and July 2021 that show the insulin products.
16. Ms. Shreve was invited to a disciplinary meeting on July 15, 2021 involving Ms. Hoskaluk, a representative from the Health Authority human resources and a Union representative. Ms. Shreve was issued an unpaid disciplinary suspension effective immediately for one shift.
17. At the meeting, Ms. Shreve claimed that there was a "mix up" as she did not always use the entire health services number for the resident P.M. when she was inputting information in the glucometer. After serving her suspension, Ms. Hoskaluk met with Lisa Shreve again. Ms. Shreve was apologetic and admitted that there was no "mix up". She admitted she did not use the glucometer and that she entered readings that she had made up. In a subsequent interview with Ms. Bartzen, Ms. Shreve made the same admission.
18. If called to testify, Ms. Shreve would state the following:
 - (a) She rationalized that P.M.'s blood sugars were always the same with only one or two low results. As such, she felt confident in recording blood glucose numbers that fit within that trend.
 - (b) She administered the sliding scale insulin (Insulin Lispro) based on falsified blood glucose test numbers. She did so by taking an "educated guess".
 - (c) She recognizes the potential risk to P.M. in administering insulin without checking the blood glucose level and particularly if the blood glucose number was low.
 - (d) At the material time, she was under a great deal of personal stress related to family problems. Ms. Shreve would also state that she has a long-standing depression problem for which she takes medication.
 - (e) Since her suspension from the Health Centre, she has resumed personal counselling and her home environment has improved.

Previous Discipline History

19. Lisa Shreve has never appeared before the Discipline Committee of SALPN.
20. In 2020, Ms. Shreve was the subject of a random audit of continuing education points that she declared in her renewal application. Attached is the following:
 - (a) Narrative of complaint provided by Kari Pruden and Ms. Shreve's response to the complaint. - Tab "D"
 - (b) Alternative Dispute Resolution Agreement dated June 2,2020 - Tab "E"

DECISION

[8] The primary issues before the Discipline Committee are (1) whether the conduct of Ms. Shreve, as summarized in the Agreed Statement of Facts, is professional incompetence or professional misconduct within the meanings of sections 23 and 24 of the Act, and if so, (2) whether the proposed agreed-upon Sanction Submission is appropriate under section 30 of the Act.

[9] Sections 23, 24 and 30 of the Act read as follows:

23 *Professional incompetence is a question of fact, but the display by a member of a lack of knowledge, skill or judgment or a disregard for the welfare of a member of the public served by the profession of a nature or to an extent that demonstrates that the member is unfit to:*

(a) continue in the practice of the profession; or

(b) provide one or more services ordinarily provided as a part of the practice of the profession;

is professional incompetence within the meaning of this Act.

24 *Professional misconduct is a question of fact, but any matter, conduct or thing, whether or not disgraceful or dishonourable, is professional misconduct within the meaning of this Act if:*

(a) it is harmful to the best interests of the public or the members;

(b) it tends to harm the standing of the profession;

(c) it is a breach of this Act or the bylaws; or

(d) it is a failure to comply with an order of the counselling and investigation committee, the discipline committee or the council.

30 *(1) Where the discipline committee finds a member guilty of professional misconduct or professional incompetence, it may make one or more of the following orders:*

(a) an order that the member be expelled from the association and that the member's name be struck from the register;

(b) an order that the member's licence be suspended for a specified period;

(c) an order that the member's licence be suspended pending the satisfaction and completion of any conditions specified in the order;

(d) an order that the member may continue to practise, but only under conditions specified in the order, which may include, but are not restricted to, an order that the member:

(i) not do specified types of work;

(ii) successfully complete specified classes or courses of instruction;

(iii) obtain medical or other treatment or counselling or both;

(e) an order reprimanding the member;

(f) any other order that the discipline committee considers just.

(2) *In addition to any order made pursuant to subsection (1), the discipline committee may order:*

(a) that the member pay to the association, within a fixed period:

(i) a fine in a specified amount not exceeding \$5,000; and

(ii) the costs of the investigation and hearing into the member's conduct and related costs, including the expenses of the counselling and investigation committee and the discipline committee and costs of legal services and witnesses; and

(b) where a member fails to make payment in accordance with an order pursuant to clause (a), that the member's licence be suspended.

(3) The executive director shall send a copy of an order made pursuant to this section to the member whose conduct is the subject of the order and to the person, if any, who made the complaint.

(4) Where a member is expelled from the association or a member's licence is suspended, the registrar shall strike the name of the member from the register or indicate the suspension on the register, as the case may be.

(5) The discipline committee may inform a member's employer of the order made against that member where that member has been found guilty of professional misconduct or professional incompetence.

[10] In reaching its decision, the Discipline Committee considered the evidence presented in the Agreed Statement of Facts, the submissions of Ms. Schirr and Ms. Shreve, and Ms. Shreve's acknowledgement that her conduct constitutes professional incompetence and professional misconduct as those terms are defined in the Act, in violation of provisions of the Bylaws, Code of Ethics, and Standards of Practice.

[11] The following sections of these reasons for decision assess the primary issues before the Discipline Committee as outlined above.

Issue 1: Does Ms. Shreve's conduct amount to professional incompetence or professional misconduct under the Act, in violation of the Bylaws, Code of Ethics, and Standards of Practice?

[12] The Discipline Committee concluded that Ms. Shreve is guilty of the charges contained in Appendix A of the Notice of Discipline Hearing, and thus that her conduct as described in the Agreed Statement of Facts constitutes professional incompetence and professional misconduct in violation of the provisions of the Bylaws, Code of Ethics, and Standards of Practice outlined in the Notice of Discipline Hearing.

[13] The Discipline Committee found that through her conduct, Ms. Shreve demonstrated a lack of knowledge, skill, and judgment that disregarded the welfare of a patient who relied on these attributes from a competent licensed practical nurse ("LPN"), and that was harmful to the best interests of the public and the profession. Ms. Shreve failed in the course of her care for P.M. to meet the Standards of Practice as they relate to professional accountability and responsibility, documentation, patient safety and well-being, service to the public, self-regulation, ethical practice, and honesty. Her conduct, particularly her dishonesty and her lack of reliance on evidence in guiding her nursing decisions, was also in breach of the Bylaws pertaining to ethics, and of the Code of Ethics principles on responsibility to the public, to clients, and to self.

- [14] In addition to the lack of honesty in the entries Ms. Shreve made in P.M.'s diabetes record, Ms. Shreve also demonstrated a lack of honesty when initially questioned about her conduct at a disciplinary meeting. Her overall dishonesty was harmful to the best interests of the public, jeopardized the best interests of the profession by reflecting poorly on SALPN members, and put the safety and well-being of P.M. at risk.
- [15] As such, for the above reasons, the Discipline Committee concluded that Ms. Shreve's dishonesty, and her conduct in documenting and making fictional blood glucose results and administering insulin to P.M. without completing blood glucose tests, amounted to professional incompetence and professional misconduct under the Act, in violation of the Bylaws, Code of Ethics, and Standards of Practice.

Issue 2: Is the Sanction Submission appropriate?

- [16] Having accepted that Ms. Shreve is guilty of professional incompetence and professional misconduct, the Discipline Committee turned to an assessment of whether the Sanction Submission was the appropriate penalty in the circumstances.
- [17] The proposed agreed-upon Sanction Submission submitted by Ms. Schirr during the hearing included as follows:
1. Pursuant to section 30(1)(e) of *The Licensed Practical Nurses Act, 2000* (the "Act"), Ms. Shreve shall be reprimanded.
 2. Pursuant to section 30(1)(c) of the Act, Ms. Shreve's license shall be suspended for a period of eight to ten weeks with the suspension to be effective 14 days from the date of the Discipline Committee decision.
 3. Through the course of the suspension and prior to reinstatement, Lisa Shreve shall complete the following courses offered by Medline University and provide proof of completion to the Registrar:
 - (a) *Understanding Diabetes for Nurses I: Overview, Diagnosis and Treatment.*
 - (b) *Understanding Diabetes for Nurses II: Prevention and Treatment of Diabetes Complications.*
 - (c) *Understanding Diabetes for Nurses III: Diabetes Management, Nutrition and Patient Education.*Ms. Shreve shall bear any costs associated with those courses.
 4. Pursuant to section 30(1)(d)(ii) of the Act, Lisa Shreve's continued practice shall be subject to the following conditions:
 - (a) On or before December 31, 2023, Lisa Shreve shall successfully complete the *Diabetes 101: Introduction to Diabetes course* offered by the Michener Institute of Education. Ms. Shreve shall bear any costs associated with the course and provide proof of successful completion to the Registrar.
 - (b) Ms. Shreve shall continue with personal counselling for so long as her counsellor dictates. Further, Ms. Shreve will sign a release in favour of the Registrar so that the Registrar might receive periodic reports that Ms. Shreve is participating and following treatment recommendations.
 5. For a period of two years from the date of the Discipline Committee order, Lisa Shreve shall be required to provide a copy of the Discipline Committee decision and order to her nursing employer. Further, Lisa Shreve 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, Ms. Shreve shall pay the costs of the investigation and hearing which costs shall be fixed in the amount of \$ _____. The costs shall be paid on or before _____, failing which Ms. Shreve'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 Erin Hoskaluk, Health Services Manager at Arborfield and District Health Centre.
 8. A copy of the Discipline Committee order and decision shall be published on the SALPN website.
- [18] The Discipline Committee understands that an appropriate penalty is one that addresses specific and general deterrence, in order to meet the SALPN mandates of protecting the public and enhancing public confidence in the profession and in SALPN's ability to regulate LPNs.
- [19] The Discipline Committee took careful consideration before accepting the Sanction Submission, appreciating the nature and gravity of Ms. Shreve's conduct, the severity of the consequences that could have ensued, and the risk posed to patients, their families, and the public should SALPN members practice in such a way.
- [20] For the reasons that follow, the Discipline Committee accepts the Sanction Submission as appropriate. The Discipline Committee has concluded that the proposed penalty sends an appropriately strong message to the member, indicates to the SALPN membership that such conduct will not be tolerated by the profession, and protects the best interests of the public.
- [21] The Discipline Committee acknowledges that the Investigation Committee submitted in their argumentation the 2006 decision of *College of Nurses of Ontario v. Diane B. Balog* from the Discipline Committee of the College of Nurses of Ontario. The Investigation Committee submitted this decision on the basis that it involved similar conduct to that of Ms. Shreve, including a failure to perform health assessments, falsification of documentation, and dishonesty, and should therefore act as a guide for determining the appropriate sanction. However, Ms. Schirr submitted to the Discipline Committee that the case involved less severe conduct than that of Ms. Shreve, and thus the penalties, and in particular the suspension, were less severe than what might be appropriate for Ms. Shreve.

Reprimand & Suspension

- [22] The Sanction Submission includes that Ms. Shreve will be reprimanded, and suggests a suspension of eight to ten weeks. The Discipline Committee agrees with such penalties, as they send an appropriately strong message to the member that SALPN will not tolerate such conduct, and that she is to abstain from repeating this conduct in the course of her practice as an LPN.
- [23] As such, the Discipline Committee orders that Ms. Shreve be suspended for a period of ten weeks, with the suspension effective 14 days from the date of this decision, and that Ms. Shreve be reprimanded for her conduct.
- [24] The Discipline Committee would like to note that being provided with the option of choosing a longer suspension period carried weight in terms of leading the Committee to accepting the Sanction Submission.

Courses

- [25] The Sanction Submission suggested several courses to be taken by Ms. Shreve relevant to the competencies necessary to care for persons living with diabetes. The Discipline Committee acknowledges that Ms. Shreve's conduct presented a severe risk to P.M. that should have been apparent to an LPN with a basic knowledge of diabetes management, and demonstrated a lack of knowledge and understanding of diabetes, its management, and the risks imposed by such conduct.

[26] As such, the Discipline Committee orders that through the course of her suspension and prior to reinstatement, Ms. Shreve complete the courses included in paragraph 3 of the Sanction Submission, and provide proof of completion to the Registrar. Ms. Shreve will bear the costs associated with taking those courses. The Discipline Committee also orders that Ms. Shreve's continued practice will be subject to completing the course identified in paragraph 4(a) of the Sanction Submission before December 31, 2023, while bearing the costs associated with the course and providing proof of successful completion to the Registrar. Taking such courses will serve to address the deficiencies in her practice as an LPN and the need for remediation.

Counselling

[27] Ms. Shreve shared, through the Agreed Statement of Facts, having been under a great deal of personal stress at the time of the conduct, and experiencing long-standing depression for which she takes medication. The Discipline Committee appreciates it is often difficult to identify and disclose mental health challenges when such challenges may affect one's professional practice. The Discipline Committee thanks Ms. Shreve for her candor in this regard.

[28] However, the Code of Ethics imposes an ethical responsibility on LPNs to maintain the required mental and physical wellness to meet the responsibilities of their role, and the Standards of Practice require LPNs to take action to avoid or minimize harm where client safety and well-being are compromised.

[29] The Discipline Committee feels it is in the best interests of the member, the employer, the patient, and the public if understanding, compassion, and support are offered to Ms. Shreve. As such, as a condition to Ms. Shreve's continued practice, the Discipline Committee orders that she continue with personal counselling for so long as her counsellor dictates. Ms. Shreve will sign a release in favour of the Registrar so that the Registrar might receive periodic reports that Ms. Shreve is participating and following treatment recommendations. The intent of such an order is to reduce the stress experienced by Ms. Shreve and promote healing, thereby reducing the likelihood of her re-engaging in such conduct.

[30] The Discipline Committee did not hear whether Ms. Shreve informed her employer of personal challenges before her ability to provide safe, competent, or ethical care was affected, or, more importantly, how Ms. Shreve's mental health contributed to committing the professional misconduct and incompetence described. The Discipline Committee was not provided with enough information to make an informed determination of the extent to which mental health contributed to the allegations, other than being listed as a factor.

Disclosing the Decision to Employers

[31] The Discipline Committee agrees with this penalty, and orders as such. Mandating disclosure of the Discipline Committee's decision and order to current and future employers serves to protect the public's trust in the profession, and public satisfaction with the professional services provided by SALPN members.

Costs

[32] The Sanction Submission provided that Ms. Shreve would pay the costs of the investigation and hearing, up to a fixed amount. However, the Sanction Submission allowed for the Discipline Committee to decide on the amount of the costs to be paid by Ms. Shreve, as well as the date by which she had to pay.

[33] As submitted by the Investigation Committee, the total of the Actual and Anticipated Costs amount to \$13,455.00. Ms. Schirr submitted that past practice of the Discipline Committee was to impose sixty-five percent of the actual costs on the member, which in this case, if the Actual and Anticipated Costs are accurate, would amount to approximately \$8,800.00. During the hearing, Ms. Shreve stated that paying such an amount by January 3, 2024 would not bring her undue hardship. As such, the Discipline Committee orders that Ms. Shreve pay the costs of the investigation and hearing up to a fixed amount of \$8,800.00, on or before January 3, 2024, failing which Ms. Shreve's license shall be suspended until payment is made.

Discipline History

[34] Ms. Shreve has not been referred to the Discipline Committee before. However, her discipline history consists of an Alternative Dispute Resolution Agreement that stemmed from Ms. Shreve not having met the continuing education minimum requirements for her licensure renewal in 2019. The terms of the Alternative Dispute Resolution Agreement have since been fulfilled.

[35] The Discipline Committee took these facts into account when assessing the appropriateness of the Sanction Submission.

Mitigating Factors

[36] The Discipline Committee would like to note that mitigating factors were considered when determining the appropriate penalty to be ordered.

[37] Ms. Shreve expressed great remorse for her conduct, and the Investigation Committee stated they received notable cooperation from Ms. Shreve in preparation for the hearing and in the preparation of both the Agreed Statement of Facts and the Sanction Submission. Additionally, the Discipline Committee took into account Ms. Shreve's personal circumstances at the time of the conduct, as shared in the Agreed Statement of Facts. This includes the personal stress that she was under at the time of the conduct, as a result of family problems, as well as her long-standing depression. The Discipline Committee thanks Ms. Shreve for her cooperation and candor in this regard.

[38] However, the Discipline Committee is nonetheless of the opinion that Ms. Shreve's conduct as described in the Agreed Statement of Facts is of such a nature and gravity that the above orders, as proposed in the Sanction Submission, are necessary.

ORDER

[39] Upon consideration of the evidence and the submissions of Ms. Schirr and Ms. Shreve, the Discipline Committee issues the following Order:

1. Pursuant to section 30(1)(e) of *The Licensed Practical Nurses Act, 2000* (the "Act"), Ms. Shreve shall be reprimanded.
2. Pursuant to section 30(1)(c) of the Act, Ms. Shreve's license shall be suspended for a period of ten (10) weeks with the suspension to be effective fourteen (14) days from the date of the Discipline Committee decision.
3. Through the course of the suspension and prior to reinstatement, Ms. Shreve shall complete the following courses offered by Medline University and provide proof of completion to the Registrar:
 - (a) *Understanding Diabetes for Nurses 1: Overview, Diagnosis and Treatment.*

- (b) *Understanding Diabetes for Nurses II: Prevention and Treatment of Diabetes Complications.*
- (c) *Understanding Diabetes for Nurses III: Diabetes Management, Nutrition and Patient Education.*

Ms. Shreve shall bear any costs associated with those courses.

4. Pursuant to section 30(1)(d)(ii) of the Act, Ms. Shreve's continued practice shall be subject to the following conditions:
 - (a) On or before December 31, 2023, Ms. Shreve shall successfully complete the *Diabetes 101: Introduction to Diabetes* course offered by the Michener Institute of Education. Ms. Shreve shall bear any costs associated with the course and provide proof of successful completion to the Registrar.
 - (b) Ms. Shreve shall continue with personal counselling for so long as her counsellor dictates. Further, Ms. Shreve will sign a release in favour of the Registrar so that the Registrar might receive periodic reports that Ms. Shreve is participating and following treatment recommendations.
5. For a period of two years from the date of the Discipline Committee order, Ms. Shreve shall be required to provide a copy of the Discipline Committee decision and order to her nursing employer. Further, Ms. Shreve 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, Ms. Shreve shall pay the costs of the investigation and hearing which costs shall be fixed in the amount of \$8,800.00. The costs shall be paid on or before January 3, 2024, failing which Ms. Shreve'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 Erin Hoskaluk, Health Services Manager at Arborfield and District Health Centre.
8. A copy of the Discipline Committee order and decision shall be published on the SALPN website.

Dated at Regina, Saskatchewan, this 10th day of August, 2022.



R. dos Santos, Chairperson, Discipline Committee of the Saskatchewan Association of Licensed Practical Nurses on behalf of the Discipline Committee consisting of M. Halyk and M.E. Wellsch, Q.C.