

IN THE MATTER OF: *The Registered Nurses Act, 1988*, and Jennifer Brown, RN #50304

**NOTICE OF HEARING**

TO: Jennifer Brown

**TAKE NOTICE** that the Investigation Committee of the College of Registered Nurses of Saskatchewan ["CRNS"] is recommending pursuant to section 28(3)(a) of *The Registered Nurses Act, 1988, SS c R-12.2* [the "*Act*"] that the Discipline Committee hear and determine the complaint that you are guilty of professional incompetence which occurred while you were on the Register and a member of the CRNS and held a license from the CRNS to practice registered nursing in Saskatchewan. The Discipline Committee, established in accordance with the *Act* and Bylaws will meet on March 27, 2025, at 9:00 a.m. to conduct a virtual hearing [the "**Hearing**"].

The particulars of your alleged professional incompetence are set out in Appendix A which is attached to and forms part of this Notice of Hearing of Complaint.

**AND FURTHER TAKE NOTICE THAT** where the Discipline Committee finds you guilty of professional misconduct or professional incompetence, pursuant to section 31(1) of the *Act*, the Discipline Committee may:

- (a) order that the nurse be expelled from the college and that the nurse's name be struck from the register;
- (b) order that the nurse be suspended from the college for a specified period;
- (c) order that the nurse may continue to practise only under conditions specified in the order which may include, but are not restricted to, an order that the nurse:
  - (i) not do specified types of work;
  - (ii) successfully complete specified classes or courses of instruction;
  - (iii) obtain treatment, counselling or both;
- (d) reprimand the nurse; or
- (e) make any other order that to it seems just.

AND pursuant to section 31(2) of the *Act*, in addition to any order made pursuant to (1), the Discipline Committee may order:

- (a) **that the nurse pay to the college within a fixed period:**
  - (i) **a fine in a specified amount;**
  - (ii) **the costs of the inquiry and hearing into the nurse's conduct and related costs, including the expenses of the investigation committee and the discipline committee; or**
  - (iii) **both of the things mentioned in subclauses (i) and (ii);**  
**and**
- (b) **where a nurse fails to make payment in accordance with an order pursuant to clause (a), that the nurse be suspended from the college.**

**AND FURTHER TAKE NOTICE THAT** pursuant to section 31(3) of the *Act*, the Discipline Committee will be sending a copy of an order made pursuant to sections 31(1) and 31(2) to you and to the person who made the report against you.

**AND FURTHER TAKE NOTICE THAT** at your own expense, you may choose to be represented by counsel or an agent at the Hearing before the Discipline Committee and have the right to call evidence and examine or cross-examine witnesses pursuant to sections 30(5) and (7) of the *Act*.

**AND FURTHER TAKE NOTICE THAT** if you fail to attend the Hearing, the Discipline Committee may, on proof of service of this Notice on you and/or your legal counsel, proceed with the Hearing in your absence pursuant to section 30(9) of the *Act*.

If you wish to admit the allegations contained in this Notice of Hearing, you and your legal counsel should contact legal counsel for the Investigation Committee of the CRNS at the earliest opportunity in order to implement the appropriate procedure.

**DATED** at Regina, Saskatchewan, this 4<sup>th</sup> day of February, 2025.



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**Cindy Smith, RN, Executive Director and Registrar**  
College of Registered Nurses of Saskatchewan

**APPENDIX A**  
**Charges & Particulars**

**It is alleged that:**

1. You have committed an act of professional incompetence as per section 25 of *The Registered Nurses Act, 1988*, in that, on [REDACTED], while working a night shift on a [REDACTED] unit at the [REDACTED] in [REDACTED], Saskatchewan, you displayed a lack of knowledge, skill, or judgement when you failed to provide appropriate care and assessment for a post-stroke patient who had a small-bore enteral feeding tube in place.

**Particulars:**

- A. You failed to follow policy when you restrained a patient without the family's consent or a physician's order on the patient's chart, or obtaining such within 12 hours of applying the restraint, and when you did not complete the documentation requirements regarding the care and monitoring of a patient who has been restrained;
- B. You failed to confirm that you held the required certification to remove the stylet from the patient's feeding tube, you failed to confirm the inserted length of the feeding tube prior to securing the tube to the patient's nose, and you removed the stylet without first flushing the tube;
- C. When the patient's health deteriorated, you failed to recognize symptoms, provide appropriate follow-up care, reach out for assistance to manage the situation, and notify the Charge Nurse or the physician, in a timely manner; and/or,
- D. You failed to appropriately document a physician's order and adequately and accurately document about the patient, the placement of the feeding tube, the removal of the stylet, and your assessment.

**LEGISLATION, BYLAWS, CODE OF ETHICS, PRACTICE STANDARDS & COMPETENCIES CONTRAVENED:**

***The Registered Nurses Act, 1988***

25 For the purpose of this Act, professional incompetence is a question of fact, but the display by a nurse in the professional care of a client of a lack of knowledge,

skill or judgment or a disregard for the welfare of a client of a nature or to an extent that demonstrates that the nurse is unfit:

(a) to continue in the practice of registered nursing; or

(b) to provide one or more services ordinarily provided as part of the practice of registered nursing;

is professional incompetence within the meaning to this Act.

### *The CRNS Bylaws (2023)*

Bylaw XIV Section 1: Code of Ethics of the Association

Bylaw XV Section 1: Standards and Competencies

### *Code of Ethics for Registered Nurses (2017)*

#### **D. Honouring Dignity**

Nurses recognize and respect the intrinsic worth of each person.

##### ***Ethical responsibilities:***

6. Nurses utilize practice standards, best practice guidelines, policies and research to minimize risk and maximize safety, well-being and/or dignity for persons receiving care.

#### **G. Being Accountable**

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

##### ***Ethical responsibilities:***

3. Nurses practise within the limits of their competence. When aspects of care are beyond their level of competence, they seek additional information or knowledge, report to their supervisor or a competent practitioner and/or request a different work assignment. In the meantime, nurses remain with the person receiving care until another nurse is available.

### *SRNA Registered Nurse Practice Standards (2019)*

#### **Standard 1: Professional Responsibility and Accountability**

The registered nurse is responsible for practicing safely, competently and ethically, and is accountable to the client, public, employer and profession.

The registered nurse upholds this standard by:

3. Recognizing the registered nurse scope of practice and individual competence limitations within the practice setting and seeking guidance as necessary.
6. Advocating, intervening and participating with others, as needed, to ensure client safety.

9. Practicing in accordance with agency policy and legislation, and in a timely manner, recognizes and reports near misses and errors (own and others), adverse events and critical incidents, and taking action to stop and minimize harm.

### **Standard 2: Knowledge-Based Practice**

The registered nurse practices using evidence-informed knowledge, skills and judgment from diverse sources of knowledge and ways of knowing.

The registered nurse upholds this standard by:

12. Applying a knowledge base from nursing in the practice of registered nursing.
17. Anticipating potential health problems or issues for clients, the possible consequences and responding appropriately.

### **Standard 3: Ethical Practice**

The registered nurse applies the principles in the current *CNA Code of Ethics for Registered Nurses* when making practice decisions and using professional judgment. The registered nurse engages in critical inquiry to inform clinical decision-making and establishes therapeutic caring and culturally-safe relationships with clients and the health care team.

The registered nurse upholds this standard by:

29. Communicating respectfully and effectively in collaboration with client, family, colleagues and others, and resolving conflict should it occur.

## **SRNA Registered Nurse Entry-Level Competencies (2019)**

### **1. Clinician**

Registered nurses are clinicians who provide safe, competent, ethical, compassionate and evidence-informed care across the lifespan in response to client needs. Registered nurses integrate knowledge, skills, judgment and professional values from nursing and other diverse sources into their practice.

- 1.1 Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
- 1.2 Conducts a holistic nursing assessment to collect comprehensive information on client health status.
- 1.7 Anticipates actual and potential health risks and possible unintended outcomes.
- 1.9 Recognizes and responds immediately when client's condition is deteriorating

### **2. Professional**

Registered nurses are professionals who are committed to the health and well-being of clients. Registered nurses uphold the profession's practice standards and ethics and are accountable to the public and the profession.

Registered nurses demonstrate accountability, accepts responsibility and seeks assistance as necessary for decisions and actions within the legislated scope of practice.

- 2.3 Exercises professional judgment when using agency policies and procedures, or when practicing in their absence.

### **3. Communicator**

Registered nurses are communicators who use a variety of strategies and relevant technologies to create and maintain professional relationships, share information and foster therapeutic environments.

- 3.7 Communicates effectively in complex and rapidly-changing situations.
- 3.8 Documents and reports clearly, concisely, accurately and in a timely manner.

### **4. Collaborator**

Registered nurses are collaborators who play an integral role in the health care team partnership.

- 4.4 Applies knowledge about the scopes of practice of each regulated nursing designation to strengthen intraprofessional collaboration that enhances contributions to client health and well-being.

### **5. Coordinator**

Registered nurses coordinate point-of-care health service delivery with clients, the health care team, and other sectors to ensure continuous, safe care.

- 5.1 Consults with clients and health care team members to make ongoing adjustments required by changes in the availability of services or client health status.
- 5.2 Monitors client care to help ensure needed services happen at the right time and in the correct sequence.

### **7. Advocate**

Registered nurses are advocates who support clients to voice their needs to achieve optimal health outcomes. Registered nurses also support clients who cannot advocate for themselves.

- 7.1 Recognizes and takes action in situations where client safety is actually or potentially compromised.