

Investigation Committee Notice of Section 52 Decision

TO: Sarah Jones
Ashley Shiels
Council of the Council of Registered Nurses and Midwives of Prince Edward
Island

This is to inform you that an Investigation Committee of the College of Registered Nurses and Midwives of Prince Edward Island ("CRNMPEI") has considered the complaint 2004-008, dated October 7, 2024, made by Ashley Shiels against Sarah Jones, RN, registration number 004358, and the response from Sarah Jones, dated November 13, 2024.

A report of the investigation has now been completed by Investigator Melissa Roberts, dated July 18, 2025. The Committee received the Investigation Report on July 29, 2025, and has considered the report, as required by section 52 of the *Regulated Health Professions Act* ("RHPA"). Section 52 of the RHPA requires the Investigation Committee to choose one of four options:

- (a) dismiss the complaint, if in the opinion of the investigation committee
 - (i) the allegations are frivolous, vexatious or without merit, or
 - (ii) there is insufficient evidence to support the allegations;
- (a.1) refer the complaint to a mediator for mediation if,
 - (i) the investigation committee is satisfied that the referral is appropriate in the circumstances and not contrary to the public interest, and
 - (ii) the complainant and the respondent agree to participate in mediation
- (b) make any order that the hearing committee is authorized to make under subsection 58(2), if the respondent consents to the order; or
- (c) request that the person or persons who appointed the investigation committee appoint a hearing committee and refer the complaint to the hearing committee.

As before, the members of the Committee were: Anita McCabe (Chair), Sheila Gallant (Member), and Gordon Coffin (Public Representative).

The Committee met on the 30th of July 2025 and has decided to request that the allegations concerning the conduct of Sarah Jones be referred to a Hearing Committee for a hearing. Section 52(4)(a) of the RHPA requires the Committee to provide written notice and reasons for its referral. The Committee's reasons follow:

The Investigation Committee is of the view that there is evidence in the Investigation Report which could result in a finding of professional misconduct and incompetence by member Sarah Jones, as outlined in the RHPA subsection 57(1)(a) and (a.1) and by

contravening Principles 3.10, 3.13, 5.10, 5.13 and 6.3 of the Code of Ethical Conduct for Registered Nurses:.

RHPA

57. Professional misconduct

(1) The conduct of a respondent may be found to constitute professional misconduct if

(a) the respondent contravenes this Act, the regulations, the bylaws, standards of practice, code of ethics or practice directions in a manner that, in the opinion of the investigation committee or the hearing committee, relates to the respondent's suitability to practise a regulated health profession;

(a.1) in the opinion of the investigation committee or the hearing committee, the conduct is harmful to the best interests of a client or other person, or to the integrity of the profession;

Code of Ethical Conduct for Registered Nurses

Principle 3: Nurses provide safe, competent and ethical care.

In this principle, nurses work within the limits of their scope of practice, education, experience, knowledge, skill and judgment. To achieve this principle, nurses are expected to:

3.10 Respond to client needs and give timely nursing care. When timely care is not possible, nurses explain to clients the reasons for the delay and take steps to avoid or limit client harm.

3.13 Maintain and keep clear, complete, accurate and timely documentation. Nurses do not document false or misleading information.

Principle 5: Nurses act with integrity in clients' best interest.

In this principle, nurses are honest and fair practitioners who strive to build a trustworthy, therapeutic, nurse-client relationship. To achieve this, nurses are expected to:

5.10 Be truthful in their professional practice.

5.13 Uphold their duty to provide care and not abandon clients to whom they have a commitment to provide care.

Principle 6: Nurses maintain public confidence in the nursing profession.

In this principle, nurses promote dignity and respect for the nursing profession by portraying professionalism and showing leadership. To achieve this, nurses are expected to:

6.3 Take accountability for their errors and learn from them.

The Committee found evidence that Sarah Jones failed to complete a follow-up visit with a client as planned and that this failure to follow-up was not an isolated event. In particular, there is evidence that the Ms. Jones was released early from an education training session to see priority clients, but she canceled the visits without notice to visit [REDACTED] instead.

The Committee has some concern regarding the discrepancies between Sarah Jones' report of staffing versus what was reported in the Investigation Report and that she reported sending a text message versus lack of evidence found on a group phone. The Investigation Committee feels there is evidence that the member failed to be accountable for her decisions, actions, and omissions.

Further, the Committee has determined that there is evidence that Sarah Jones altered client records. The Committee does appreciate that Ms. Jones has accepted responsibility for her actions in this aspect of the complaint.

The above evidence supporting findings of professional misconduct needs to be considered at a hearing to allow Sarah Jones the opportunity to present her side of the case and have an independent panel consider the evidence. To assist the Registrar in preparing a Notice of Hearing, reference should be made to subsections 57(1)(a) and (a.1) of the RHPA, as well as Principles 3, 5 and 6 outlined above.

Section 52(1)(b) RHPA Option

Although the Investigation Committee has decided to refer the complaint to a hearing, there is a further option available. Pursuant to section 52(1)(b) of the RHPA, the Investigation Committee is authorized to make an order under subsection 58(2) of the RHPA, if the respondent/member consents to the order. This subsection 58(2) provides for a wide variety of orders, including the following:

- 58(2) Where a hearing committee determines that conduct of the respondent constitutes professional misconduct or incompetence, the hearing committee may make one or more of the following orders:
- (a) an order directing the respondent to undergo additional education or training;
 - (h) an order imposing a fine on the respondent in an amount that the hearing committee considers appropriate, up to a maximum of \$50,000;

Sarah Jones may consider some willingness to resolve the allegations without going to a hearing. The Committee has decided upon orders which are appropriate in the

circumstances of this case and leaves it to Sarah Jones to decide if she consents to the proposed resolution. If she decides to consent to the orders, she must confirm in writing (see below), and upon receipt by the Committee, the complaint will be concluded, except for the requirements of the orders which Sarah Jones will be required to complete. If she does not consent, as is her right, the complaint will proceed to a hearing automatically, after the expiration of the time indicated below.

The Committee will make the following orders, **IF AND ONLY IF SARAH JONES SIGNS THE BOTTOM OF THIS DOCUMENT ON OR BEFORE THE DATE INDICATED BELOW TO INDICATE CONSENT TO, AND AGREEMENT WITH, THE FOLLOWING:**

1. Sarah Jones shall successfully complete the following education and training:
 - a. Canadian Nurses Protective Society – Webinars – *Documentation: Your Best Defence*
 - b. Health PEI – Documentation (Quality, Risk and Patient Safety) *Documentation Series Part 1, Part 2, and Part 3*, as found on Health PEI Staff Resource Centre -Training and Development.

Ms. Jones must confirm in writing that she has successfully completed the Health PEI training no later than November 1, 2025, and must demonstrate successful course completion of the CNPS online webinar on or before February 28, 2026.

2. Sarah Jones shall pay a fine in the amount of five hundred dollars (\$500), which shall be paid no later than December 31, 2025.

The Committee retains jurisdiction over the complaint in the event that Sarah Jones consents to the order but fails to comply with the terms set out above, in which case the matter will be returned to the Committee for further decision.

Sarah Jones shall have 14 days from September 19, 2025, to consent to this order by signing her name and dating the bottom of a copy of this document and returning it to the CRNMPEI office, to the attention of the Chair named below. Failure to do this will mean that the complaint will be referred by the Committee to a hearing.

Dated this 18th day of September, 2025, at Charlottetown, PEI



Anita McCabe, Chair of the Investigation Committee

I, Sarah Jones, consent to the order described above.

[Redacted Signature]

Sarah Jones, Respondent

[Redacted Date]

Date