

Fitness to Practise Committee

2024 Annual Report

Introduction: Role of the Committee

The Fitness to Practise Committee (“the Committee”) supports the College’s commitment to the public by addressing concerns about the impact of a nurse’s health on public safety.

The Committee holds hearings to determine if members are incapacitated due to a mental or physical condition or disorder, such that they should not practice, or their practice should be restricted.

If a member is found to be incapacitated, the Committee can revoke, suspend, or impose terms, conditions or limitations (TCLs) on the member’s certificate of registration.

The Committee also determines members’ requests to return to practice and matters of alleged breach of the terms of an Order of the Committee or the terms of an Undertaking to the College.

The Committee endorses the resolution of matters by agreements that protect the public and provide for the member’s safe return to practice when possible.

Based upon approved procedure and protocol, agreements between the College and the member are reviewed by panels of the Committee and, if found appropriate, approved as Consent Orders, eliminating the need for formal hearings.

Executive Summary

Fitness to Practise (FTP) Committee Caseload

There were 21 new matters referred to the Committee in 2024. In addition, 68 matters were carried over from the previous year for a total caseload of 89 matters.

As of December 31, 2024, there were 41 matters in progress as follows:

- 4 matters are adjourned;
- 2 hearings are ongoing;
- 1 hearing that commenced in 2021 is in the deliberation on disposition stage;

- 4 hearings are scheduled for dates in 2025;
- 4 hearings are to be scheduled; and
- 26 matters are awaiting determination whether to proceed by hearing or Consent Order review.

Matters Completed

Matters are completed when a determination of a member's capacity is made, and a disposition is ordered. Matters may be resolved by Consent Order or by way of contested hearing. Matters are also completed when the Committee loses jurisdiction over a member.

In 2024, a total of 48 matters related to 48 members were completed. These were resolved as follows:

- 33 Consent Orders;
- 4 contested hearings completed; and
- 11 matters where the Committee lost jurisdiction.

Dispositions Ordered

Resolution by Consent Order (Table 1)

- 10 Consent Orders involved the member voluntarily surrendering their certificate of registration;
- 1 related to a Return to Practice request;
- 22 had no finding of incapacity. In 19 of these matters, the member entered into an Undertaking with the College. In two matters, the member moved into the non-practising class and in one matter, the panel made no findings based on updated medical reports.

Hearings

Panels of the Committee spent 13 days hearing and deliberating on six FTP matters in 2024, as follows:

(a) Contested Matters

- 4 hearings were completed and suspensions were ordered (Table 2)
- 1 hearing began in 2024 and the Panel is set to hear submissions on disposition in 2025;
- 1 hearing began in 2022 and will continue in 2025

(b) Removal of Information matters (Table 3)

No Removal of Information matters were heard in 2024

Return to Practice (RTP) Requests

Requests to Return to Practice are made by members who have surrendered their certificates of registration.

These requests are made in accordance with specified terms of the original Order, requiring the member to provide up-to-date information demonstrating that they are ready to return to practice, with or without TCLs on their certificate of registration.

Where the College and the member agree that the member may return to practice and agree to any terms required, the matter proceeds by way of Consent Order.

Where the parties do not agree, the matter is heard by a panel at a contested hearing.

In 2024, as seen in Table 4, one RTP request was reviewed by a panel of the Committee by Consent Order but was disposed of without a determination as the Member signed an Undertaking based on which the parties on consent requested the panel to make no further determination.

Breaches

It may be alleged that a member has failed to comply with the terms of an Order of the Committee or their Undertaking to the College. A failure to abide by or comply with the terms of an Order or Undertaking is commonly referred to as a breach.

If the member and the College agree that a breach has occurred and agree on the appropriate conditions required to protect the public, the matter is resolved by way of Consent Order.

Where there is a dispute whether the Order or Undertaking has been breached, or about the appropriate conditions required to protect the public, then the matter proceeds to a contested hearing.

In 2024, as seen in Table 5, there were no matters related to members who were alleged to be in breach of the terms of a Panel's Order or their Undertaking to the College.

Committee Meetings

An orientation session was held for new Committee members on April 25, 2024. The Discipline Committee & Fitness to Practise Committee met jointly on May 9 & 10 and October 25, 2024, for general orientation and education of Committee members. The May meeting was held in person while the October meeting was held virtually as a half-day session.

On June 13 two Committee members attended the Advanced “Conducting a Discipline Hearing Workshop” hosted virtually by the Health Profession Regulators of Ontario (HPRO). A Panel Chair’s Workshop was held on July 19 for Committee members in that role. A Decision Writing workshop was conducted on August 23, by an external facilitator.

Committee members

July to December 2024

(current committee)

Lalitha Poonasamy, PM, Chair
Lynda Carpenter, PM
Tina Colarossi, NP
Erin Cowan, RN
Tim Crowder, PM
Tanya Dion, RN
Jean-Laurent Domingue, RN
Lisa Donnelly, RN
Sylvia Douglas, PM
David Edwards, RPN
Joe Farag, PM (till Oct. 2024)
Grace Fox, NP
Tomoko Fukushima, RN
Carly Gilchrist, RPN
Lynn Hall, RN
Tyler Hands, RN
Tammy Hedge, RPN
Jane Hess, RN
Nazlin Hirji, RN
Michael Hogard, RPN
Carly Hourigan, PM
Samuel Jennings, RPN
Jeffery Ko, RN
Morgan Krauter, NP
Amrutha Kumar, RN
Sandra Larmour, PM

January to June 2024

(2023-2024 committee)

Michael Hogard, RPN, Chair
Janet Adanty, RN
Andrea Arkell, PM
Eloisa Busto, RPN
Tina Colarossi, NP
Tim Crowder, PM
Jean-Laurent Domingue, RN
Sylvia Douglas, PM
Ramona Dunn, RN
David Edwards, RPN
Joe Farag, PM
Grace Fox, NP
Tomoko Fukushima, RN
Carly Gilchrist, RPN
Lynn Hall, RN
Tyler Hands, RN
Jane Hess, RN
Nazlin Hirji, RN
Carly Hourigan, PM
Aisha Jahangir, RN (till Apr. 2024)
Samuel Jennings, RPN
Morgan Krauter, NP
Sandra Larmour, PM
Sarah Louwagie, RPN
Marnie MacDougall, PM
Mary MacNeil, RN

Committee Members (contd.):**July to December 2024**

(current committee)

Sarah Louwagie, RPN
Marnie MacDougall, PM (till Nov. 2024)
Mary MacNeil, RN
Shannon Mantha, RN
Jijo Mathew, RN
Jane Mathews, RN
Ahamad Mohammed, RPN
Edsel Mutia, RN
Kerrie Naylor, RPN
Shakhnoz Niezova, RN
Patrycja Nowicka-Bujko, RPN
Dayna Porco, RPN
Susan Roger, RN
Monica Seawright, RPN
Matthew Secord, RN
Andrew Sharpe, NP
Simon-Matthew Bate, NP
Emilija Stojasavljevic, RPN
Sherry Szucsko-Bedard, RN
Jacqueline Vlahos, RN
Kimberly Wagg, RPN

January to June 2024

(2023-2024 committee)

Shannon Mantha, RN
Benson Mathai, RPN
Jane Mathews, RN
Donna May, RPN
Ian McKinnon, PM (till April 2024)
Ahamad Mohammed, RPN
Sharon Moore, RN
Edsel Mutia, RN
Kerrie Naylor, RPN
Shakhnoz Niezova, RN
Patrycja Nowicka-Bujko, RPN
Lalitha Poonasamy, PM
Susan Roger, RN
Michael Schroder, NP
Matthew Secord, RN
Andrew Sharpe, NP
Emilija Stojasavljevic, RPN
Kari Van Kamp, NP
Kimberly Wagg, RPN
Terah White, RPN
Ingrid Wiltshire-Stoby, NP

Staff contacts:

Marla Burstyn, Manager, Hearings
Kurt Maben, Hearings Administration Coordinator
Rebecca Glass, Decision Editor and Hearings Analyst
Lesley Wright, Hearings Administrator
Adrienne Kang, Hearings Administrator
Saad Siddiqui, Hearings Administrator
Vipa Pandya, Hearings Assistant

Appendix 1 – Statistical tables

1. Disposition of Matters

■ Table 1. Resolution by Consent Order

Outcomes	2020	2021	2022	2023	2024
Agree to terms, conditions or limitations	0	0	0	0	0
Voluntary surrender of Certificate of Registration	7	9	3	9	10
Return to Practice / Breach	9	9	5	1	1
No Findings	21	20	9	21	22
Variance	0	0	0	0	0
Total	37	38	17	31	33

■ Table 2. Contested matters

Outcomes	2020	2021	2022	2023	2024
Suspension	2	2	1	5	4
Terms, conditions or limitations	0	0	0	0	0
Re-instatement Granted/Not granted	0	0	0	0	0
No Findings	0	0	0	0	0
Total	2	2	1	5	4

■ Table 3. Removal of Information matters

Outcomes	2020	2021	2022	2023	2024
Removal of Information	0	0	0	0	0
Total	0	0	0	0	0

Return to Practice Requests and Breaches

■ Table 4. Return to Practice (RTP) Requests and Outcomes

Resolution	2020	2021	2022	2023	2024
RTP requests granted	5	8	3	1	0
RTP requests denied	0	0	0	0	0
Disposed of without a determination	-	-	-	-	1 ¹
Total	5	8	3	1	1

■ Table 5. Breach dispositions

Resolution	2020	2021	2022	2023	2024
Breaches resolved by Consent Order	4	1	2	0	0
Breach hearings	0	0	0	0	0
Total	4	1	2	0	0

¹ The Panel that reviewed the RTP request disposed of the matter without making a determination, based on an Undertaking signed by the Member.