

INVESTIGATION COMMITTEE
of the
COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN

-and-

Lisa Bilanski (Teichroeb)
RN #0034510

DECISION
of the
DISCIPLINE COMMITTEE
of the
COLLEGE OF REGISTERED NURSES OF SASKATCHEWAN

Legal Counsel for the Investigation Committee:	Christa Weber
Legal Counsel for Lisa Bilanski	N/A
Legal Counsel for the Discipline Committee:	Darcia Schirr, Q.C.
Chairperson for the Discipline Committee:	Frank Suchorab, RN

Date of Hearing: April 28, 2022

Location: *Via Videoconference*
College of Registered Nurses of Saskatchewan
2066 Retallack Street
Regina, Saskatchewan
S4T 7X5

Date of Decision: July 25, 2022

I. INTRODUCTION

1. The Discipline Committee of the College of Registered Nurses of Saskatchewan (CRNS) convened to hear and determine a complaint of professional misconduct against Registered Nurse #0034510, Lisa Bilanski (Teichroeb) on April 28, 2022. The Discipline Committee is established pursuant to section 30 of *The Registered Nurses Act*, 1988 (the Act). Throughout this decision, Ms. Bilanski (Teichroeb) will simply be identified as Ms. Bilanski.

2. The charges against Lisa Bilanski are outlined in a Notice of Hearing of Complaint dated March 15, 2022.

3. There is one charge of professional misconduct, and that charge is as follows:

1. On January 11th, 2021, while intoxicated by alcohol, you did commit the following criminal offences: assault on [REDACTED] by threatening to use, and intimidation of, a weapon, to wit a pellet gun, contrary to section 267(a) of the *Criminal Code of Canada*, and, have in your possession, and intimidation of, a weapon, to wit a pellet gun, for the purposes of committing an offence contrary to section 88 of the *Criminal Code of Canada*. You were convicted of these offences before a provincial court Judge on December 8, 2021. You are therefore guilty of professional misconduct as follows:

- (1) pursuant to section 26(1) of *The Registered Nurses Act*, 1988, SS c R-12.2 SS in that you engaged in conduct that is contrary to the best interests of the public or nurses or tends to harm the standing of the profession;**
- (2) pursuant to section 26(2)(l) of *The Registered Nurses Act*, 1988, R-12.2 SS c R-12.2, by failing to comply with the *Code of Ethics for Registered Nurses*;**
- (3) pursuant to section 26(2)(n) of *The Registered Nurses Act*, 1988, R-12.2 SS c R-12.2, by having an addiction to the excessive or habitual use of alcohol; and,**
- (4) pursuant to section 26(2)(q) of *The Registered Nurses Act*, 1988, R-12.2 SS c R-12.2 for contravening SRNA Bylaw XIV, Section 1(1) and Bylaw XV, Section 1(1) and (2).**

4. The Notice alleges that Lisa Bilanski is guilty of professional misconduct contrary to section 26 of the Act. The relevant provisions of section 26 are as follows:

26(1) For the purpose of this Act, professional misconduct is a question of fact but any matter, conduct or thing, whether disgraceful or dishonorable, that is contrary to the best interests of the public or nurses or tends to harm the standing of the profession of nursing is professional misconduct within the meaning of this Act.

(2) Without restricting the generality of subsection (1), the discipline committee may find a nurse guilty of professional misconduct if the nurse has:

...

(l) failed to comply with the code of ethics of the association;

...

(n) an addiction to the excessive or habitual use of intoxication liquor, opiates, narcotics, or other habit forming substances;

...

(q) contravened any provision of this Act or the bylaws.

5. The Notice also alleges that numerous provisions of the Bylaws, Code of Ethics, Practice Standards and Entry Level Competencies have been breached. Those provisions are set out in Appendix A.

II. HEARING

6. Ms. Bilanski appeared at the hearing and advised that she was prepared to proceed without the assistance of legal counsel. No objection was taken to the composition of the Discipline Committee by either by Ms. Bilanski or Investigation Committee counsel.

7. Counsel for the Investigation Committee filed a document entitled "Document Package for Filing with Discipline Committee" which was marked as P1. P1 consisted of the following:

Tab A Notice of Guilty Plea

Tab B Agreed Statement of Facts

Tab C Recommendation of Penalty

Tab D Costs

Tab E Written Submissions on Penalty

8. Ms. Bilanski tendered a document entitled "Personal Circumstance Statement" and this was marked as D1.

9. The Notice of Guilty Plea dated April 11, 2022 consists of nine paragraphs and paragraphs 4 and 5 provide:

4. **I am offering a guilty plea to the charges and particulars as outlined in the Notice of Hearing of Complaint and have reviewed and signed an Agreed Statement of Facts which I understand is being filed with the Discipline Committee for its consideration.**
5. **I understand the nature of the charges and that, by entering guilty pleas, I am admitting that I am guilty of professional misconduct and will be subject to a penalty by the Discipline Committee.**

10. The key paragraphs of the Agreed Statement of Facts are these:

Introduction and History with the SRNA

(4) Lisa Bilanski, of [REDACTED], Saskatchewan, is a registered nurse and member of the Saskatchewan Registered Nurses Association, now operating as the College of Registered Nurses of Saskatchewan.

(5) Ms. Bilanski first registered with the SRNA on August 23rd, 1995 as a Graduate Nurse, became a practicing Registered Nurse on September 8th, 1995 and remained a practicing member until May 7th, 2021 when she signed a Voluntary Non-Practice Agreement as a result of the complaint which is the subject of these proceedings. The Verification of Registration Status and Licensure is attached at Tab 2.

(6) At the time of the complaint, Ms. Bilanski was employed as a hospital discharge planner at [REDACTED] Hospital.

(7) The Voluntary Non-Practice Agreement that Ms. Bilanski signed on May 7th, 2021, remains in effect and will continue until such time as the Discipline Committee renders its decision. It is attached at Tab 3.

(8) Throughout her registration with the SRNA, Ms. Bilanski has remained in good standing and has not been the subject of a previous complaint to the SRNA.

a. The Complaint and Discipline Charge

(9) On January 26th, 2021, the SRNA received a written complaint from [REDACTED], a paramedic in [REDACTED], about events that occurred on January 11th, 2021, when he and his partner responded to a call for service at the home of Ms. Bilanski. An incident occurred between [REDACTED] and Ms. Bilanski that led to the attendance of the police to Ms. Bilanski's home on that date.

(10) Ms. Bilanski was arrested and charged with three offences under *The Criminal Code of Canada*. A certified copy of Information No. 90432951, sworn January 17, 2021, sets out the 3 charges. It is attached at Tab 4.

(11) Ms. Bilanski provided a written response to the complaint filed with the SRNA on May 3rd, 2021, where she took responsibility and expressed remorse for her actions, and provided information on the state of her mental health and alcoholism at the time of the offence.

(12) On December 1st, 2021, Ms. Bilanski appeared in Provincial Court in [REDACTED] Saskatchewan, with her legal counsel, before the Honorable Judge Cardinal. Legal counsel for Ms. Bilanski and the Crown Prosecutor had come to an agreement on plea and a joint proposal for sentencing.

(13) Ms. Bilanski entered "guilty" pleas to counts 1 and 3 of the information. She pled [sic] guilty to the following two charges:

(14) On or about the 11th day of January, 2021, near [REDACTED], Saskatchewan, she did:

- a. in committing assault on [REDACTED], threaten to use an imitation of a weapon to wit: a pellet gun, contrary to section 267(a) of the *Criminal Code*; and,
- b. have in her possession an imitation of a weapon to wit: a pellet gun, for the purpose of committing an offence, contrary to section 88 of the *Criminal Code*.

(15) The Judge accepted her guilty pleas on these two summary offences and convictions were entered on the record. The certified copy of Conviction for both charges are attached at Tab 5. A stay of proceedings was entered by the Crown Prosecutor on count 2 of the Information.

(16) Legal counsel jointly proposed an 18-month Conditional Sentence Order as the appropriate sentence. The Court, after hearing the facts from the Crown Prosecutor and submissions from both Ms. Bilanski and

her legal counsel, proposed that counsel consider resolution by way of a lesser penalty. The matter was adjourned to December 8th, 2021, for counsel to consider the Court's comment.

(17) The matter returned to Court on December 8th, 2021, where Judge Cardinal proceeded to impose the jointly recommended penalty of an 18-month Conditional Sentence Order. The certified copy of the Conditional Sentence Order is attached at Tab 6.

(18) The Conditional Sentence Order outlines numerous conditions upon which Ms. Bilanski is subject to for a period of 18 months from the date of December 8th, 2021. A breach of any of her conditions will result in the potential for her sentence to be converted to actual incarceration where she would serve the remainder of her 18 months in jail.

(19) In addition to imposing a Conditional Sentence Order, the Court ordered a 10-year weapons prohibition. The Discretionary Order of Prohibition is attached at Tab 8.

(20) Ms. Bilanski's convictions on December 8th, 2021, for two summary offences of assault with a weapon on [REDACTED], and possession of an imitation weapon for purposes of committing an offence, have resulted in a referral by the Investigation Committee of the SRNA to the Discipline Committee of the SRNA pursuant to section 28(3)(a) of *The Registered Nurses Act, 1988*.

(21) Lisa Bilanski admits that her conduct on January 11th, 2021, giving rise to the two criminal convictions on December 8th, 2021, constituted professional misconduct as defined in section 26 of *The Registered Nurses Act, 1988*.

11. The circumstances surrounding the events of January 11, 2021 which lead to the criminal charges and Ms. Bilanski's subsequent conviction are set out in the transcript of the sentencing proceedings. From the transcript:

MR. ROGERS: Yes, Thank you, Your Honour. Facts are as follows. On January 11th, 2021, [REDACTED] EMS paramedic [REDACTED] was called to Lisa Teichroeb's residence to assist her as she had called them because she was [REDACTED]. [REDACTED] went to the residence and found Teichroeb was intoxicated by alcohol, wanted to [REDACTED]. [REDACTED] was able to get Teichroeb to agree to be taken to the hospital in [REDACTED] by her husband and got her into the truck. Teichroeb left the truck, ran back to the house and hid in one of the – one of the drawers she pulled out – or hid in the bedroom, sorry. When [REDACTED] went to the

bedroom to speak with her again, he opened the door and Teichroeb was rummaging in one of the drawers. She pulled out a pellet gun and pointed it as [REDACTED], moved towards him and levelled it to try – to line up with his head. When Teichroeb was holding the gun towards [REDACTED], he was unaware at the time that it was pellet gun, as it had resembled a real handgun. As he was – as she was pointing the pellet gun towards his head, [REDACTED] heard a click. Teichroeb was standing close enough to [REDACTED] that he was able to reach out and grab her, getting the pellet gun away from her. Once he had it away – away from her he saw that it was not a real handgun. He held her down on the bed until police arrived. When the police arrived, she was arrested under *The Mental Health Act* and – for the incident involving the pellet gun.

12. Ms. Bilanski's conduct on January 11, 2021 was "off duty". However, the definition of professional misconduct set out in section 26 of the Act is broad and not limited to conduct that occurs in the workplace or as part of nursing practice. In her submissions to the Provincial Court judge and to the Discipline Committee, Ms. Bilanski acknowledged that her conduct and the circumstances underlying it impacted the nursing profession and her fitness to practice.

13. The Discipline Committee has no hesitation in accepting Ms. Bilanski's guilty pleas and finds that her conduct on January 11, 2021 amounted to professional misconduct.

14. In light of Ms. Bilanski's guilty pleas and the Discipline Committee's acceptance of the guilty pleas, the task for the Discipline Committee is to impose a sanction under section 31 of the Act.

Submissions on behalf of the Investigation Committee regarding Sanction:

15. Tab C of P1 sets out the recommendation made by the Investigation Committee which broadly provided that Ms. Bilanski would be indefinitely suspended until a number of conditions were met and that upon reinstatement, she would be subject to further conditions. The Investigation Committee also recommended that Ms. Bilanski pay costs in the amount of \$5,000.00 payable by April 28, 2024.

16. In making that recommendation, counsel for the Investigation Committee made these points:

- (a) Ms. Bilanski is currently subject to a Conditional Sentence Order from the Provincial Court which will remain in effect until about May 8, 2023. The conditions she is subject to are stringent and hold her to a high level of accountability with her sobriety and treatment.
- (b) The actions of Ms. Bilanski occurred when she was experiencing what she describes as a “ [REDACTED] ” while being heavily intoxicated. The Investigation Committee acknowledges that the cause of her conduct was a combination of her mental health condition and alcohol addiction at the time.
- (c) Her danger to the public as a registered nurse is not based on her nursing competence or practice but is based on her addiction and mental health instability and its impact on her ability to exercise proper judgement. There has never been a complaint about her nursing practice or concern about her competency.

17. It is submitted that, once Ms. Bilanski can demonstrate maintained stability in her mental health and sobriety, her risk to the public will be adequately mitigated. The Investigation Committee recommends that suspension until the suggested conditions are met, with the continued protections offered by imposing the recommended conditions upon her return to registered nursing practice, will ensure Ms. Bilanski is only practicing while sober and mentally stable and this will thereby provide sufficient protection to the public.

18. Reference is also made to the range of sentence in other similar cases. Although the professional conduct engaged in was a criminal offence, the Investigation Committee recognizes the underlying issue as being one of fitness to practice (based on mental health and addictions issues), as opposed to an intentional disregard for laws, societal rules/norms, or the ethical standards of the profession. The recommended penalty reflects this. Although distinguishable in multiple aspects, the Investigation Committee suggests that the *Kowalchuk* decision (dealing with addiction) and the *McCulloch* decision (dealing with mental health) are of some assistance

insofar as providing an appropriate period of time and terms of suspension as required to ensure Ms. Bilanski's fitness to practice.

19. The Investigation Committee also referenced the need for attention to systemic factors facing those who identify as Indigenous/Metis. Ms. Bilanski disclosed a history of [REDACTED] that may have precipitated her diagnosis of [REDACTED] and her [REDACTED].

Submissions of Lisa Bilanski:

20. Ms. Bilanski provided a letter to the Investigation Committee dated December 30, 2021, which provided an apology and summary of her clinical contacts and participation in self-help/recovery programs as follows:

I have completed 2 outpatient treatment programs for my [REDACTED] through SHA Mental Health and Addictions ([REDACTED] office). I have enrolled in an 8-week online well-being counselling to address my mental health for [REDACTED]. This program is provided by The U of R Online therapy Unit. I also attend 3 times per week 12 step programs (AA and ACOA). I continue to collaborate with my employer [REDACTED] as they are retaining my permanent casual position until the final decision is made by CRNS.

21. Ms. Bilanski has also participated in a number of online and self help recovery programs. A copy of a letter regarding her clinical contact written by [REDACTED] ([REDACTED]) dated March 8, 2021, was also provided, an Information & Consent Form for a Wellbeing Course offered by the Online Therapy at the University of Regina, and a letter of completion signed by [REDACTED] Clinical Research Associate Online Therapy Unit.

22. A letter of apology to [REDACTED] dated December 28, 2021, was also submitted.

23. The Discipline Committee appreciated Ms. Bilanski's forthright and remorseful presentation during the hearing and her efforts to mitigate her risk of relapse from a period of [REDACTED]. As noted above, evidence was provided regarding completion of out-patient treatment and participation in several self-help and recovery programs which she attended of her own volition. Although educative and supportive, the Discipline Committee remains concerned about Ms. Bilanski's lack of consistent support from a regulated mental health professional.

24. The Discipline Committee suggests that initiating and maintaining a consistent therapeutic relationship with a regulated clinician will help Ms. Bilanski to gain insight into what precipitated the problematic substance abuse that resulted in a level of such intoxication as to incur criminal charges. As the Provincial Court Judge noted in the sentencing transcript:

Notably, when the EMT person comes to your assistance and you manage to get away from them and get back into the house and pick up what looks to them like a real gun, which turned out to be, thankfully an imitation firearm. And then point it at the EMT, directly at his head and they hear a click which is an indication that you pulled the trigger and fortunately nothing happened. And it turned out to be a pellet gun and they had to wrestle it away from you.

25. The Discipline Committee accepts Ms. Bilanski's statement that she is remorseful. However, the Committee is concerned that Ms. Bilanski has not had consistent support to help her develop insight regarding her triggers, to develop skills to alleviate stressors, and to support her to implement a safety plan to mitigate relapse. While she is bound by a Conditional Sentence Order until May 2023 which provides some assurance for her to maintain sobriety, support should be ongoing as resources allow.

26. While Ms. Bilanski did note historical diagnoses of [REDACTED] and a history of problematic substance use as contributing to the events of that evening, these diagnoses, unfortunate as they are, are historical and remote. More recent precipitating factors to such a level of significant alcohol use remain unclear. It is hoped that ongoing clinical intervention will help Ms. Bilanski develop insight regarding this.

27. The Discipline Committee also recognizes the paucity of accessible support in the province for those struggling with problematic substance use/mental health concerns. Ms. Bilanski noted that services were discontinued and that she had difficulty accessing and maintaining consistent clinical contact. It remains unclear why Ms. Bilanski did not have support from the Saskatchewan Health Authority Employment Assistance Program, or other benefits as provided under the auspices of her collective bargaining agreement or disability benefits. This is noted in the context of emphasizing the importance of ongoing support and ensuring a therapeutic relationship is maintained.

III. Order

28. The Discipline Committee makes the following order pursuant to section 31 of the Act:

1. Pursuant to section 31(1)(b) of *The Registered Nurses Act, 1988* (the "Act"), Lisa Bilanski shall be suspended from the College of Registered Nurses of Saskatchewan (the "CRNS") until the following conditions are met:

(a) Ms. Bilanski shall provide reports to the Registrar from an addictions counsellor which shall confirm that:

(i) Ms. Bilanski has been the subject of an addictions assessment and the assessment results shall be provided to the Registrar.

(ii) Ms. Bilanski has maintained abstinence from alcohol for a period of at least six consecutive months; and

(ii) Ms. Bilanski has complied with treatment recommendations regarding her addiction for a period of at least six consecutive months.

(b) Ms. Bilanski shall provide reports to the Registrar from a psychologist/mental health counsellor (or healthcare practitioner who provides equivalent care and has equivalent qualifications as determined by the Registrar), which shall confirm that:

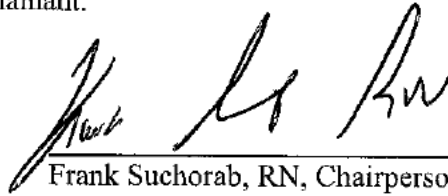
(i) Ms. Bilanski has had stable mental health for a period of at least six consecutive months.

- (ii) Ms. Bilanski has complied with treatment recommendations regarding her mental health for a period of at least six consecutive months; and
 - (iii) Ms. Bilanski is fit to return to nursing practice safely, without risk of harm to patients.
- (c) Ms. Bilanski shall bear any and all costs of the reports;
- (d) Ms. Bilanski shall develop and maintain a Relapse Prevention Plan in collaboration with her addictions counsellor for ongoing abstinence and continued sobriety. This plan will be developed and signed by Ms. Bilanski and her addictions counsellor and submitted to the Registrar prior to her return to practice as a registered nurse.
2. Pursuant to section 31(2)(c) of the Act, upon reinstatement to the practice of registered nursing, Ms. Bilanski shall be subject to the following conditions:
- (a) She shall remain abstinent from alcohol so long as she is licensed and practicing as a registered nurse;
 - (b) If at any time during practice, she exhibits evidence of relapse in sobriety, she shall immediately remove herself from practice and seek appropriate care from a healthcare practitioner and/or an addictions counselor and if recommended, attend an in-patient treatment program. Ms. Bilanski shall report her withdrawal from practice to the Registrar and shall not return to practice without the prior written approval of the Registrar who must be satisfied that she is capable of returning to the practice of nursing without risk of harm to the patients.
 - (c) Ms. Bilanski shall remain under the care of an addictions counsellor for so long as the addictions counsellor dictates.
 - (d) Ms. Bilanski shall remain under the care of a psychologist or mental health counsellor for so long as the psychologist or mental health counsellor dictates.

3. For a period of three years commencing upon her return to practice:
 - (i) Ms. Bilanski shall provide a copy of this Discipline Order to existing or prospective nursing employers and the employers will notify the Registrar of any sign, symptom, or indication of Ms. Bilanski being under the influence of alcohol while at work.
 - (ii) Every two months, Ms. Bilanski shall submit written updates to the Registrar outlining her progress and actions taken to ensure abstinence, sobriety, prevention of relapse and stable mental health. Ms. Bilanski may apply, in writing, to the Registrar to request reassessment or modification of this term. Approval of such request will be at the sole discretion of the Registrar.
 - (iii) Ms. Bilanski must keep the Registrar informed of any change in registered nursing employment, including any leave of absence greater than one month.
 - (iv) Ms. Bilanski will ensure that the Registrar is provided with updated and current telephone, address and email information and on an ongoing basis.
4. All documents and information requested by the conditions and restrictions in this order must be sent to the CRNS directly from source, marked "Personal and Confidential" to the attention of the Registrar, c/o Assistant to the Registrar, CRNS, 2066 Retallack Street, Regina, Saskatchewan, S4T 7X5.
5. Pursuant to section 31(2)(a)(ii) of the Act, Ms. Bilanski shall pay costs of the investigation and of the hearing fixed in the amount of \$5,000.00 payable by April 28, 2024. Failing payment, Ms. Bilanski's license, if any, shall be suspended until payment is made pursuant to section 31(2)(b) of the Act.

29. Pursuant to section 31(2)(a)(ii) of the Act, a copy of this decision shall be sent to Lisa Bilanski and [REDACTED], the complainant.

July 25, 2022



Frank Suchorab, RN, Chairperson

*On behalf of Members of the
Discipline Committee*

Michell Jesse, RN

Elaine Stewart, RN

Kristin Dutchak, RN

Sophie Grahame, Public Representative

Right of Appeal

Pursuant to section 34(1) of *The Registered Nurses Act, 1988*, a nurse who has been found guilty by the discipline committee or who has been expelled pursuant to section 33 may appeal the decision or any order of the discipline committee within 30 days of the decision or order to:

- (a) the council by serving the executive director with a copy of the notice of appeal; or
- (b) a judge of the court by serving the executive director with a copy of the notice of appeal and filing it with a local registrar of the court.

Appendix A

The relevant provisions of *The College of Registered Nurses of Saskatchewan Bylaws, 2020* are as follows:

The SRNA Bylaws (2020)

BYLAW XIV - SECTION 1. CODE OF ETHICS OF THE ASSOCIATION

(1) The association adopts the Canadian Nurses Association *Code of Ethics for Registered Nurses*, 2017 edition.

BYLAW XV- SECTION 1. STANDARDS AND COMPETENCIES

(1) The association adopts the competencies contained in its 2019 publication entitled *Registered Nurse Entry-Level Competencies* as the competencies required of registered nurses.

(2) The association adopts the standards contained in its 2019 publication entitled *Registered Nurse Practice Standards* as the standards required of registered nurses.

BYLAW IV – SECTION 2. PRACTICING MEMBERSHIP

(3) Practicing membership carries obligations including but not limited to the following:

- (a) to adhere to the Canadian Nurses Association *Code of Ethics for Registered Nurses* adopted at bylaw XIV;
- (b) to adhere to the nursing practice standards and entry-level competencies for the practice of registered nursing adopted at bylaw XV; and

The relevant provisions of the *Code of Ethics* (Canadian Nurses Association, 2017) are as follows:

Code of Ethics for Registered Nurses (2017)

G. Being Accountable

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

Ethical responsibilities:

1. Nurses, as members of a self-regulating profession, practise according to the values and responsibilities in the *Code* and in keeping with the professional standards, laws and regulations supporting ethical practice.

5. Nurses maintain their fitness to practise. If they are aware that they do not have the necessary physical, mental or emotional capacity to practise safely and competently, they withdraw from the provision of care after consulting with their employer. If they are self-employed, they arrange for someone else to attend to their clients' health-care needs. Nurses then take the necessary steps to regain their fitness to practise, in consultation with appropriate professional resources

The relevant provisions of the *SRNA Registered Nurse Practice Standards (2019)* are summarized as follows:

SRNA Registered Nurse Practice Standards (2019)

Standard 4: Service to the Public

The registered nurse demonstrates leadership in quality and ethical nursing practice, delivery of health care services and establishing professional relationships.

The registered nurse upholds this standard by:

35. Demonstrating professional presence and modelling professional behaviour.

Standard 5: Self-Regulation

The registered nurse demonstrates an accountability to regulate themselves in accordance with their legislated scope of practice.

The registered nurse upholds this standard by:

51. Recognizing and addressing professional practice, legal or ethical violations by themselves or others in a timely and appropriate manner.

The relevant provisions of the *SRNA Registered Nurse Entry-Level Competencies (2019)* are summarized as follows:

SRNA Registered Nurse Entry-Level Competencies (2019).

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.

2.2 Demonstrates a professional presence, and confidence, honesty, integrity and respect in all interactions.

Professional presence is the demonstration of respect, confidence, integrity, optimism, passion and empathy in accordance with professional standards, guidelines and codes of ethics. It includes a nurse's verbal and nonverbal communications and the ability to articulate a positive role and professional image, including the use of full name and title. The demonstration of professional presence leads to trusting relationships with clients, families, communities and other health care team members. (College of Nurses of Nova Scotia, 2018 p. 2)

2.10 Demonstrates fitness to practice. Fitness to practice are "all the qualities and capabilities of an individual relevant to their practice as a nurse, including but not limited to the freedom from

any cognitive, physical, psychological or emotional condition and dependence from alcohol or drugs that impairs their ability to practice nursing” (CNA, 2017b, p.22)