

IN THE MATTER OF: *The Registered Nurses Act, 1988*, and Warren Koch, RN #41280

NOTICE OF HEARING

TO: Warren Koch

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 of CRNS hear and determine the complaint that you are guilty of professional incompetence and/or professional misconduct which occurred while you were on the CRNS Register and a member of CRNS and held a license to practice registered nursing in Saskatchewan. The Discipline Committee, established in accordance with the *Act* and Bylaws will meet on Tuesday, November 4, 2025, and Wednesday, November 5, 2025, at 9:00 a.m. to conduct a virtual hearing [the “Hearing”].

The particulars of your alleged professional incompetence and professional misconduct 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 incompetence and/or professional misconduct, 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/or 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 5th day of August, 2025.



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

APPENDIX A
Charges & Particulars

1. You, Warren Koch, are alleged to be guilty of professional incompetence and professional misconduct contrary to sections 25 and 26(1) of *The Registered Nurses Act, 1988*, regarding events that occurred while working for the [REDACTED] as a Registered Nurse at the [REDACTED], including but not limited to:

(a) between August 24 and October 20, 2023, you engaged in inappropriate communications and behaviour at work, which included:

- (i) on August 24 and September 16, 2023, you engaged with physicians in an inappropriate and aggressive manner;
- (ii) on September 16 and 17, 2023, you wrote your employee number on the emergency code board rather than your name; and
- (iii) on September 18 and October 16, 2023, you used profanity at work when speaking with other hospital staff;

(b) on September 16, 2023, you failed to adequately assess and triage an emergency department pediatric patient;

(c) on September 16, 2023, you failed to completely and accurately document a pediatric patient's schedule of medication administration;

(d) on September 18, 2023, you communicated in an inappropriate manner with an obstetrics patient when seeking consent to administer oxytocin;

(e) on October 19, 2023, you left work without approval and without providing proper patient handoff; and

(f) on October 20, 2023, you failed to report to a scheduled shift.

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

The Registered Nurses Act, 1988

25 For the purposes 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 of this *Act*.

26(1) For the purpose of this *Act*, professional misconduct is a question of fact but any matter, conduct or thing, whether or not disgraceful or dishonourable, 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*.

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)

A. Providing Safe, Compassionate, Competent and Ethical Care

Nurses provide safe, compassionate, competent and ethical care.

Ethical responsibilities:

1. Nurses have a responsibility to conduct themselves according to the ethical responsibilities outlined in this document and in practice standards in what they do and how they interact with persons receiving care and other members of the health-care team.
2. Nurses engage in compassionate care through their speech and body language and through their efforts to understand and care about others' health-care needs.
3. Nurses build trustworthy relationships with persons receiving care as the foundation of meaningful communication, recognizing that building these relationships involves a conscious effort. Such relationships are critical to understanding people's needs and concerns.
12. Nurses foster a safe, quality practice environment (CNA & Canadian Federation of Nurses Unions [CFNU], 2015).
14. When differences among members of the health-care team affect care, nurses seek constructive and collaborative approaches to resolving them and commit to conflict resolution and a person-centred approach to care.

D. Honouring Dignity

Nurses recognize and respect the intrinsic worth of each person.

Ethical responsibilities:

13. Nurses treat each other, colleagues, students and other health-care providers in a respectful manner, recognizing the power differentials among formal leaders, colleagues and students. They work with others to honour dignity and resolve differences in a constructive way.

F. Promoting Justice

Nurses uphold principles of justice by safeguarding human rights, equity and fairness and by promoting the public good.

Ethical responsibilities:

3. Nurses refrain from judging, labelling, stigmatizing and humiliating behaviours toward persons receiving care or toward other health-care providers, students and each other.

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.
2. Nurses are honest and practise with integrity in all of their professional interactions. Nurses represent themselves clearly with respect to name, title and role.
4. Nurses are accountable for their practice and work together as part of teams. When the acuity, complexity or variability of a person's health condition increases, nurses assist each other.

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.
- 1.4 Analyses and interprets data obtained in client assessment to inform ongoing decision-making about client health status.
- 1.5 Develops plans of care using critical inquiry to support professional judgment and reasoned decision-making.

Critical inquiry is a: ... process of purposeful thinking and reflective reasoning where practitioners examine ideas, assumptions, principles, conclusions, beliefs and actions in the context of nursing practice. In addition, this process is associated with a spirit of inquiry, discrimination, logical reasoning and application of standards ... (Brunt, 2005, p. 61)

- 1.7 Anticipates actual and potential health risks and possible unintended outcomes.
- 1.11 Applies knowledge of pharmacology and principles of safe medication practice.

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.

- 2.1 Demonstrates 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, 2019, p. 2)

- 2.11 Adheres to the duty to report.

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.

- 3.3 Uses evidence-informed communication skills to build trusting, compassionate and therapeutic relationships with clients.
- 3.4 Uses conflict transformation strategies to promote healthy relationships and optimal client outcomes.
- 3.7 Communicates effectively in complex and rapidly-changing situations.

4. Collaborator

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

- 4.1 Demonstrates collaborative professional relationships.
- 4.3 Determines their own professional and interprofessional role within the team by considering the roles, responsibilities and the scope of practice of others.
- 4.5 Contributes to health care team functioning by applying group communication theory principles and group process skills.

6. Leader

Registered nurses are leaders who influence and inspire others to achieve optimal health outcomes for all.

- 6.4 Participates in creating and maintaining a healthy, respectful and psychologically safe workplace.
- 6.5 Recognizes the impact of organizational culture and acts to enhance the quality of a professional and safe practice environment.
- 6.6 Demonstrates self-awareness through reflective practice and solicitation of feedback.

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:

- 1. Being accountable and accepting responsibility for their own actions and decisions.
- 2. Consistently identifying self by first and last name and professional designation to clients, co-workers and others.
- 5. Demonstrating effective collaborative practice, including communication, problem-solving strategies, decision-making and conflict resolution.

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.

- 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:

- 26. Practicing in accordance with the current *CNA Code of Ethics for Registered Nurses*.
- 29. Communicating respectfully and effectively in collaboration with client, family, colleagues and others, and resolving conflict should it occur.
- 34. Taking action to create a safe work environment that contributes to healthy teams and optimal client outcomes.

Standard 4: Service to 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.
- 37. Contributing to a professional ethical and safe practice environment to support the provision of optimal health care outcomes.

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:

- 49. Practicing in accordance with *The Registered Nurses Act, 1988*, other current relevant legislation, bylaws, scope of practice, standards, entry-level competencies, guidelines and employer policies.