

**PUBLIC INQUIRY INTO THE SAFETY AND
SECURITY OF RESIDENTS IN THE
LONG-TERM CARE HOMES SYSTEM**

**OVERVIEW REPORT:
THE COLLEGE OF NURSES OF ONTARIO
June 5, 2018**

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TAB A: SPECIFIC CHRONOLOGY

Overview Report: The College of Nurses of Ontario

SUMMARY

The Chronology below sets out relevant interactions between Elizabeth Wettlaufer (“**EW**”) (or her counsel) and the College of Nurses of Ontario (the “**CNO**”), as well as the procedural steps taken by the CNO in response to information concerning EW.

EW was a Registered Nurse (“**RN**”) and a member of the CNO from June 8, 1995 to July 25, 2017. In addition to EW’s initial registration and annual registration renewals, the CNO had contact with EW during three time periods:

1. Between 1995-1998, as a result of an incident reported by Geraldton District Hospital (“**Geraldton Hospital**”), which resulted in EW’s termination from that Hospital. The incident involved EW’s removal and ingestion (while at work) of medication from the Hospital.

Under the CNO process in place at the time, the CNO investigated, and on consent, EW was found to be incapacitated due to a health problem. Terms, conditions and limitations were placed on her registration for a one-year period, including that she not abuse substances, comply with a recovery program, and advise her employer of the terms, conditions and limitations on her registration.

2. In 2014, as a result of a report from Caressant Care Woodstock (“**Caressant**”) as to EW’s termination from that facility due, in part, to medication errors.

An intake investigator at the CNO reviewed and considered the report from Caressant, and spoke to the Director of Nursing at the facility. The CNO determined that the report should be “banked with notice”.

3. Between 2016-2017, as a result of a report from the Centre for Addiction and Mental Health (“**CAMH**”) about EW’s confession to murdering eight patients under her care.

The CNO investigated, and EW’s certificate of registration was revoked.

CHRONOLOGY

	DATE	EVENT
1.	Jun. 8, 1995	EW, then known as Bethé Parker, is granted Temporary Registration by the CNO to work at Geraldton Hospital only.
2.	Aug. 11, 1995	EW is granted General Registration by the CNO, after passing her nurse registration examination on June 30, 1995.
3.	Sep. 14, 1995	The CNO is contacted by telephone by Director of Nursing Marlene Pavletic of Geraldton Hospital (the “ Geraldton DON ”) about an incident involving EW. The incident related to EW collapsing while at work after taking Lorazepam from the hospital supply (the “ Incident ”).
4.	Oct. 25, 1995	The CNO speaks again by telephone with the Geraldton DON and obtains further details about the Incident and the Hospital’s termination of EW.
5.	Nov. 7 – 9, 1995	<p>The CNO receives a letter (dated November 2, 1995) from the Geraldton DON reporting the Incident and the fact that EW had been terminated.</p> <p>The Geraldton DON reported that, on September 13, 1995, EW had removed Lorazepam (2mg) from the medication stock without authorization and had ingested it during working hours. Two Registered Nurses had reported that EW appeared dazed, was unsteady, and had difficulty communicating on that date.</p> <p>The CNO writes to the Geraldton DON, confirming receipt of the letter and advising that as “this matter is confidential, we are unable to inform you of the proceedings or outcome in relation to any investigation which may ensue”.</p> <p>Margaret Risk (CNO) requests approval from the CNO’s Executive Committee to appoint an investigator into the Incident.</p> <p>The CNO’s Executive Committee appoints Investigator Dinah Wong.</p>
6.	Nov. 24, 1995	The CNO investigator interviews the Geraldton DON by telephone.
7.	Nov. 27, 1995	The CNO receives a letter from the Geraldton DON changing her previous letter of report to a letter of complaint.

	DATE	EVENT
8.	Dec. 4, 1995	The CNO writes to EW informing her of the complaint against her.
9.	Dec. 4 – 5, 1995	The CNO requests EW’s health records from her admission to Geraldton Hospital on September 13, 1995, and also staff records, documentation, and information (including witness notes) for those identified as witnesses to the Incident.
10.	Dec. 15, 1995	The CNO receives a letter from Elizabeth McIntyre (“ counsel to EW ” or “ EW’s counsel ”) informing the CNO of her representation of EW. Counsel to EW indicated that the Incident “arose as a result of Mr. Parker’s depression and not as a result of drug addiction” and that it was “a one-time only occurrence”.
11.	Dec. 20, 1995	The CNO receives copies of EW’s health records from Geraldton Hospital.
12.	Dec. 28, 1995	The CNO receives a witness list and anecdotal notes from Geraldton Hospital.
13.	Jan. 2, 1996	<p>The CNO writes to counsel for EW informing her that the Complaints Committee will be reviewing the complaint against EW on March 20-22, 1996.</p> <p>The CNO also writes to the Geraldton DON informing her of the Complaints Committee meeting and advising her that she will be notified of the Committee’s disposition.</p>
14.	Jan. 10, 1996	The CNO receives EW’s 1996 Annual Payment Form (a copy of which the CNO no longer has).
15.	Mar. 4, 1996	<p>The CNO receives a letter dated March 1, 1996 from counsel to EW making submissions to the Complaints Committee, and stating that the Incident was related to “health problems”. Counsel to EW enclosed letters from B. Abraham and J. Robinson, workers from North of Superior Programs, informing the CNO that EW had progressed well in her treatment.</p> <p>The CNO receives a further letter from counsel to EW inquiring how EW’s medical records were obtained without her consent.</p>
16.	Mar. 11, 1996	The CNO writes to EW’s counsel stating that EW’s medical records were acquired as part of its investigation.
17.	Mar. 20-25, 1996	The CNO having completed its investigation into the Incident (and

DATE	EVENT
	<p>having completed a Summary of Investigation), on March 20, 1996, the Complaints Committee reviews the complaint regarding the Incident and refers the matter to the Executive Committee for incapacity proceedings.</p>
	<p>On March 22, 1996, the CNO writes to EW and to the Geraldton DON to inform them of the Complaints Committee's decision, and that the Executive Committee would be reviewing the matter on April 25, 1996.</p>
	<p>On March 25, 1996, the Complaints Committee signs and releases its decision.</p>
18. Apr. 25, 1996	<p>The CNO's Executive Director completes a Directive for an Inquiry, pursuant to section 57 of the <i>Health Professions Procedural Code</i> and the <i>Nursing Act</i>, for EW.</p>
19. Apr. 29, 1996	<p>The CNO writes to EW to inform her that the Executive Committee intends to appoint a Board of Inquiry to determine whether she is incapacitated.</p>
20. May 6, 1996	<p>The CNO receives a letter from counsel to EW indicating that EW would not be providing releases for her medical records at that time.</p>
21. May 10, 1996	<p>The CNO confirms by letter to EW that the Executive Committee had appointed a Board of Inquiry to determine whether she is incapacitated.</p>
22. May 21 – Jun. 14, 1996	<p>The CNO writes to EW informing her that the Board of Inquiry met on May 15, 1996 and ordered an examination of her health status by addiction medicine physician Dr. Cunningham.</p>
	<p>The CNO also writes to Dr. Cunningham to make arrangements. Pursuant to these arrangements, Dr. Cunningham examined EW on June 14, 1996.</p>
23. July 18, 1996	<p>The CNO writes to Dr. Ross, confirming that a Board of Inquiry of the CNO had requested that he conduct an assessment of EW.</p>
24. Aug. 7, 1996	<p>Following a telephone conversation with counsel to EW, the CNO writes to counsel enclosing a report by Dr. Cunningham and referring to an upcoming appointment with psychiatrist Dr. Ross.</p>

DATE	EVENT
	<p>Dr. Cunningham's report provided that he had assessed EW on June 14, 1996, and referred to having reviewed EW's records "from Northern Ontario."</p> <p>Dr. Cunningham concluded that while EW was an "incapacitated Nurse under the Act," she has "since December 1995 made significant changes in her lifestyle and is demonstrably in recovery." He stated that she required no further assessment or treatment at that time, but should continue with the Health Professional Support Group with reports going back to the CNO from Dr. Judson. He did not feel that there were further narcotic concerns and he felt that other than urine monitoring there should be no further assessment or management of that issue.</p>
25. Sep. 19, 1996	<p>The CNO receives the report of Dr. Ross, dated September 12, 1996, regarding his assessment of EW.</p> <p>In his report, Dr. Ross referred to the reports of Dr. Cunningham and Brenda Abraham, a caseworker at North of Superior Programs. Dr. Ross concluded that EW suffered from "Major Depressive Disorder, Single Episode (DSM IV 296.22) of moderate severity". He also concluded that "Ms. Parker's occupational difficulties arose in the context of a mental disorder which interfered with her function," and that "Ms. Parker is no longer ill from a psychiatric standpoint," and as a result "no active treatment is required" and a "return to work is realistic and safe in my view."</p>
26. Oct. 4, 1996	<p>The CNO's Report of the Board of Inquiry is signed with respect to EW.</p> <p>EW is notified of the Board of Inquiry's review by letter dated October 16, 1996, and is advised that the Executive Committee would be meeting to consider the report on November 13, 1996.</p>
27. Oct. 22, 1996	<p>The Executive Committee receives a letter from counsel for EW, indicating her position that the reports of Dr. Ross and Dr. Cunningham suggested that there could be no finding of current incapacity of EW, and suggesting that minimal terms and conditions be negotiated as an alternative to referring the matter for a hearing.</p>
28. Feb. 6 – 13, 1997	<p>On February 6 and 7, the CNO receives correspondence from, and has telephone conversations with, counsel to EW to receive an update on EW's treatment, progress, and employment.</p>

	DATE	EVENT
29.	Feb. 14, 1997	The CNO sends a reminder letter to EW with respect to her unpaid annual fees, informing her that she will be suspended if she does not pay.
30.	Feb. 17, 1997	The CNO speaks with Jane Windmill (Victoria Rest Home) to confirm EW's employment history, and is advised that EW was employed as an RPN from April 18 to November 17, 1996, and left voluntarily. The CNO is also advised that EW was a good nurse, but was a little quick to make a decision on her own, and that EW did not show up for two scheduled shifts.
31.	Mar. 11 – 19, 1997	<p>The CNO receives a signed Health Release Form from EW (signed March 3, 1997). The CNO sends letters to Dr. Judson and Dr. Pennington, indicating that release forms were attached. Dr. Judson and Mr. Pennington were addiction specialists previously seen by EW.</p> <p>The CNO also writes to and speaks with Dr. Judson, who had been sick and who reported that he had not seen EW since August 8, 1996. The CNO writes to and leaves a voicemail message for counsel to EW reporting the discussions with Ms. Windmill and Dr. Judson.</p>
32.	Mar. 26, 1997	The CNO speaks with Dr. Pennington, and writes to EW's counsel expressing concern that EW "has not been fully engaged in a program of recovery," indicating that the CNO cannot agree to the terms and conditions at this time, and proposing a re-assessment by Dr. Cunningham.
33.	Apr. 2, 1997	The CNO receives a letter from counsel to EW agreeing to have EW see Dr. Cunningham for a reassessment, and responding to the information from Ms. Windmill and Dr. Judson.
34.	Apr. 11, 1997	<p>On April 11, 1997, the CNO receives Dr. Cunningham's report dated April 7, 1997, from his appointment with EW on April 4, 1997. The CNO provides counsel to EW with the report, and proposes an "agreement on conditions" on EW's registration.</p> <p>In his report, Dr. Cunningham reports that he assessed EW on April 4, 1997, and that he sees "this lady's recovery life getting out of balance. More focus has been put into work and other things have been fitted around her schedule. As a result, I have written a</p>

DATE	EVENT
35. Apr. 16, 1997	<p>letter to her employer asking for modified work to allow her to attend a minimum of three group supports per week”.</p> <p>EW signs her 1997 Annual Payment Form, which is submitted to the CNO after the CNO had issued a Notice of Intent to Suspend due to EW’s failure to submit the Form.</p> <p>On the Annual Payment Form, Christian Horizons is listed as EW’s business address, and she indicates that she is employed in “other than nursing”.</p>
36. Apr. 30, 1997	<p>The CNO receives a letter from Dr. Judson dated April 24, 1997, confirming that he is prepared to continue treating EW and to inform the CNO if there is any reason to be concerned about a relapse.</p>
37. May 9, 1997	<p>The CNO and EW enter into a Memorandum of Agreement in which they agree to the issuance, on consent and on the same date, of a Decision of the Fitness to Practice Committee (the “FTP Committee”) finding EW to be incapacitated within the meaning of section 1(1) of the <i>Health Professions Procedural Code</i> and imposing terms, conditions and limitations (“TCLs”) on her registration.</p> <p>The TCLs were to remain in place for 1 year from the date of the Decision of the FTP Committee, and included that EW would not abuse substances, would comply with a recovery program (under Dr. Judson), would advise her employer, then Christian Horizons, of the TCLs, would advise the CNO should she obtain any employment in nursing, and of any subsequent changes in employment in nursing. The TCLs also required EW’s family doctor, Dr. Tam, and Dr. Judson to immediately notify the CNO if in their opinion EW’s dependency may interfere with her ability to practice nursing, or if she has failed to comply with any of the conditions of her registration.</p>
38. Jun. 12 – Jul. 17, 1997	<p>The CNO sends releases signed by EW to Dr. Judson, Dr. Tam, and Christian Horizons, authorizing them to share information with the CNO.</p> <p>The CNO receives letters from Dr. Judson, Dr. Tam and Christian Horizons agreeing to comply with the monitoring conditions of the Decision.</p>
39. Dec. 1 – 3, 1997	<p>The CNO places telephone calls to EW, Dr. Judson, and Dr. Tam,</p>

	DATE	EVENT
		and all indicate that EW is doing well.
40.	Mar. 9, 1998	The CNO speaks with Dr. Tam who confirms that EW is doing well.
41.	Mar. 14, 1998	The CNO records reflect name change from Parker to Wettlaufer.
42.	Apr. 29, 1998	EW signs her 1998 Annual Payment Form, which is submitted to the CNO after the CNO had issued a Notice of Intent to Suspend due to EW's failure to submit the form. On the Annual Payment Form, Christian Horizons is listed as EW's business address, and EW indicates that she is employed in "other than nursing", and that her last employment in nursing was on October 24, 1996.
43.	May, 1998	The CNO speaks to Dr. Tam, who provides an update on EW, indicating that she is doing fine and "in good health". Dr. Tam stated that he has "no concerns" with respect to a "possible relapse".
44.	May 29, 1998	The CNO sends a letter to EW notifying her that since, to the CNO's knowledge, she had complied with the conditions on her certificate of registration imposed by the FTP Committee, the CNO would be ceasing its monitoring in accordance with the terms of the FTP Committee's order
45.	Dec. 7, 1998 – Nov. 28, 2006	EW signs her Annual Payment Forms (called Annual Membership Renewal forms beginning in 2004 for the 2005 registration year) and submits them to the College for each of the 1999 to 2007 registration years. The CNO no longer has a copy of the 2000 Annual Payment Form. The 2000, 2002, 2003, 2004 and 2006 forms are submitted late, after the CNO had issued Notices of Intent to Suspend. In each form, Christian Horizons is listed as EW's business address, and she indicates that she is employed in "other than nursing" as an "unregulated health care provider" in each form other than for 1999. In the 2002 Annual Payment Form, under "Self-Reporting Obligation", EW answers "no" to a question as to whether, since registering with the CNO, there had been a finding of incapacity against her. This question does not appear on the other forms in this period. The Annual Payment or Membership Renewal Forms

DATE	EVENT
	after 2002 ask members to disclose findings of incapacity since the member last reported to the CNO.
46. Dec. 1, 2007 – Jan. 2, 2010	<p>EW submits her Annual Membership Renewal forms for each of the 2008 to 2010 registration years.</p> <p>In each form, Caressant is listed as EW’s business address. She indicates that she is employed at Caressant as a Staff Nurse (part-time on her 2008 and 2009 Annual Renewal Forms, and full-time on her 2010 Form).</p>
47. 2010-2011	<p>The CNO, at the request of Caressant, provides two “in-service” training sessions (dates unclear) at Caressant. Tracy Richardson of Caressant requested the second “in-service” training session on documentation and medication standards by email dated June 3, 2010. She listed, among other reasons, that the training was needed because of:</p> <ul style="list-style-type: none">• leaving medication at bedside tables;• poor documentation;• signing for medication not given to the patient; and• restraining patients that Ms. Richardson called “abuse”. <p>The needs identified by Ms. Richardson were not specified as relating to EW or any named nurse at Caressant.</p>
48. Dec. 23, 2010 – Dec. 29, 2013	<p>EW submits her Annual Membership Renewal Form for each of the 2011 to 2014 registration years.</p> <p>On each form, Caressant is listed as EW’s business address.</p> <p>The 2013 Form is submitted late, after the CNO had issued a Notice of Intent to Suspend.</p>
49. May 1, 2014	<p>The CNO receives a mandatory Report Form for Facility Operators and Employers from Caressant (the “Caressant Report Form”). The Caressant Report Form is submitted with a cover letter dated April 17, 2014, indicating that EW was terminated “due to a medication error which resulted in putting a resident at risk”.</p>

DATE	EVENT
	<p>The Caressant Report Form provided that EW had been terminated on Mar. 31, 2014. It set out a list of incidents involving EW between August 29, 2012 and Mar. 20, 2014, with escalating disciplinary action having been taken (including a 1 day and two 5 day suspensions), prior to the March 20, 2014 incident which resulted in termination.</p>
	<p>The incidents included numerous medication errors and issues (including administering a narcotic early and without signing for it), speaking to a resident in an inappropriate manner, and other care issues, including incorrect treatment of a hypoglycaemic episode. General concerns around attendance and unprofessional behaviour were noted but not detailed. The March 20, 2014 incident involved the administration of insulin to a resident that belonged to another resident, resulting in hypoglycaemia.</p>
50. Jul. 17, 2014	<p>The CNO writes to Caressant to acknowledge receipt of the Caressant Report Form.</p>
51. Jul. 23 – 30, 2014	<p>The Caressant Report Form is “allocated” to CNO Intake Investigator Karen Yee on July 23, 2014. Intake investigator Yee reviewed information in the possession of the CNO as outlined in the Memo to File described below.</p>
	<p>On July 30, 2014, Intake Investigator Yee speaks to Caressant DON, Helen Crombez.</p>
	<p>Based on Intake Investigator Yee’s notes, the Caressant DON indicated, among other things, that:</p>
	<ul style="list-style-type: none">• there was no underlying issue or concern with EW;• EW had mentioned a medication change for a mood/anxiety disorder as being the reason for one of her errors;• when EW began working evenings (instead of nights) in 2013, her practice became more visible because she was no longer the only registered staff working a particular shift;• other staff always complained about EW and “what she did not do”;• in relation to the incident about a patient with a UTI, EW did not tell the patient’s family right away that she threw out the urine sample, and instead said the results were not back yet; and

DATE	EVENT
	<ul style="list-style-type: none">• EW always took responsibility for her errors, and was respectful and nice, but didn't change her practice. <p>Intake Investigator Yee prepares a Memo to File, dated July 24, 2014 (being the day she initiated the memo) but containing information from after that date, which summarizes the Caressant Report Form, information she reviewed, and her interview with the DON.</p> <p>Under "Assessment", she notes that the Caressant Report Form "mainly concerns the member's medication administration skills and to a lesser degree the member's TNCR [Therapeutic Nurse-Client Relationship] skills". She stated that the Form references seven medication errors, which took place between February 2013 and March 2014. There were also two incidents where the member's interactions/ communications with either a resident or a resident's family made them upset.</p> <p>Intake Investigator Yee concluded that "the Member's prior occurred 17 years ago and although the Member's prior is related to health, the information in this current report does not indicate that the Member's health is a current issue".</p> <p>She concluded: "Recommendation: Bank with notice: Review: PS, Meds; Para. on updated business address".</p>
52. Aug. 5, 2014	An Intake Review Meeting is conducted at the CNO in relation to the Caressant Report Form, where there is agreement with Intake Investigator Yee's recommendation.
53. Oct. 14, 2014	<p>The CNO's Executive Director, Anne Coghlan, signs Intake Investigator Yee's Memo, indicating her agreement with the recommendation.</p> <p>The CNO notifies EW by letter of the Caressant Report Form, and indicates that the information "implies" that she had failed to meet the standards of practice of the profession. The letter goes on to state that although "an investigation is not currently warranted, the College expects nurses to reflect on the practice issues that gave rise to the report and review the applicable standards of practice. In this situation, we expect that you review 'Professional Standards' and 'Medication'". The letter also states that while the information "is confidential and is not shared with the public or any current or potential employers," and that this information will</p>

DATE	EVENT
	<p>be retained on file at the College and will be considered in the future should any additional information come to its attention.</p> <p>The CNO closes its file in relation to this matter.</p>
54. Dec. 29, 2014	<p>EW submits her 2015 Annual Membership Renewal form.</p> <p>On her form, she indicates that she had been employed full-time as a Staff Nurse at Meadow Park Nursing Home between April and September 2014, but was not currently working and was seeking employment.</p>
55. Dec. 28, 2015	<p>EW submits 2016 Annual Membership Renewal form.</p> <p>On her form, she indicates that she has been employed as a “Casual” Staff Nurse at Lifeguard Homecare since January 2014.</p> <p>The start date of January 2014 appears to be incorrect, as records from Lifeguard Home Care indicate that EW commenced working there in January 2015.</p>
56. Sep. 29 – 30, 2016	<p>The CNO is contacted by Dr. Kahn at CAMH. Dr. Kahn, with the stated consent of EW, reported that EW had confessed to murdering eight patients, and to stealing Dilaudid.</p> <p>A Reports Intake Assessment Form is created.</p> <p>Intake Investigator Vicki Wolf also speaks to:</p> <ul style="list-style-type: none">• Hedi Wilmont-Smith, President of Lifeguard Homecare, Brantford, who reported no issues with clinical practice but two other issues: the first involved professional communication with co-workers, which was felt to have sexual overtones; the second involved EW wearing scrubs with dog hair on them.• EW, who indicated that she had administered insulin overdoses to patients approximately 14 times, and provided further details. EW indicated that she would be willing to sign an undertaking not to practice.• Detective Sargent Heather Nichols and Detective Kevin Hamilton.• Tamara Condy, Supervisor of Nursing and Clinical Practice

DATE	EVENT
57. Sep. 30, 2016	<p>Coach at Saint Elizabeth Healthcare, who indicated that she had no concerns with EW, except that she was rusty on some technical skills.</p> <p>EW sends an email to the CNO stating that she is no longer fit to practice nursing, has deliberately harmed patients, and is being investigated by the police.</p> <p>Intake Investigator Vicki Wolf completes a Memo to File summarizing the intake information and recommending the emergency appointment of an Investigator under s. 75(2) of the <i>Health Professions Procedural Code</i>. The recommendation is confirmed at an Intake Review meeting.</p> <p>The CNO's Executive Director appoints Investigator Remy Pearson on an emergency basis.</p>
58. Oct. 5, 2016	<p>The CNO has contact with the Woodstock Police Department, and is advised by the police that EW is to be released from CAMH in the next day or two.</p> <p>The CNO sends a letter of notification of the Appointment of Investigator to EW.</p> <p>The CNO receives a Report Form from Revera Inc. on behalf of Telfer Place. The nature of the Report is of "incapacity", and provides that the police had attended at their facility on October 4, 2016 and had advised that EW had admitted to attempting to overdose a patient of Telfer Place with insulin.</p> <p>The Report notes that the patient in question was fine, and that no changes in the patient's condition had been noted. The Report also provides that Revera/Telfer Place would be investigating all deaths that occurred while a patient was under EW's care.</p> <p>The CNO sends a responding letter to Revera Inc. acknowledging receipt. CNO investigator Remy Pearson completes a Reports Intake Assessment Form for EW, which notes that there were no restrictions on her practice at the time.</p>
59. Oct. 6 – 7, 2016	<p>CNO Investigator Remy Pearson speaks to the police and exchanges messages with Dr. Kahn (CAMH) by telephone. Ms. Pearson and others at the CNO update the CNO team on status.</p>

	DATE	EVENT
		<p>Ms. Pearson also calls EW, who hangs up on her. Ms. Pearson stated intention had been to ask EW to provide an Undertaking not to practice, as well as to obtain her written statement to Dr. Kahn.</p>
		<p>Ms. Pearson writes to CAMH, enclosing a summons, and requesting: “The complete and unaltered health record of Elizabeth Tracy Mae Wettlaufer; D.O.B. June 20, 1967”.</p>
60.	Oct. 14, 1996	<p>The CNO’s Public Register was updated to reflect the fact that EW was no longer entitled to practice nursing as she had resigned her certificate.</p>
61.	Oct. 18, 2016	<p>The CNO receives a letter from Carol Hepting of Caressant dated October 14, 2016 stating that EW is unfit for practice.</p>
62.	Oct. 18 – Nov. 14, 2016	<p>Continued internal CNO communications regarding the EW investigation. An internal note states that the Public Register had been updated to reflect the fact that EW was no longer entitled to practice nursing, and to list the charges against her.</p>
		<p>The CNO continues contact with the police and Assistant Crown Attorney Fraser Kelly, including exchanging documents with the police, which the CNO provided pursuant to a Production Order from the Woodstock Police Service.</p>
		<p>On November 14, 2016, Fraser Kelly updates the CNO and asks it to stop its investigation, so as not to interfere with the criminal investigation.</p>
63.	Dec. 5, 2016	<p>The CNO requests documentation from Meadow Park, Telfer Place, Caressant, and St. Elizabeth Healthcare, including victim medical records, nursing schedules, and the policies and procedures of the facilities.</p>
64.	Dec. 8, 2016 – Jan. 12, 2017	<p>The CNO receives the requested information from Meadow Park, St. Elizabeth Healthcare, and Caressant.</p>
		<p>The CNO continues its contact with the Crown and the Police and is updated on progress in the EW investigation (with reference to the Ministry of Health’s investigation).</p>
65.	Jan. 13, 2017	<p>CNO updates EW’s “Reports Intake Assessment Form” to reflect additional charges and her September 30, 2016 resignation.</p>

DATE	EVENT
	A printout from the CNO's Public Register states that EW had "resigned" as of September 30, 2016 and is "not entitled to practice".
66. Jan. 16 – 20, 2017	The CNO is updated by the Crown on the developments of its EW investigation, and continues to request and consider documentation relevant to EW's practice at the facilities.
67. Mar. 7, 2017	The CNO's Executive Director Report is signed, and enclosed the results of the investigation concerning EW.
68. Mar. 13 – Apr. 11, 2017	The CNO receives further documentation from Caressant and Telfer Place.
	The CNO also continues to be updated by the Crown with respect to its EW investigation. Ms. Pearson updates the CNO team on these developments.
69. Apr. 12, 2017	The CNO's Executive Director Report is signed, and enclosed the results of the investigation concerning EW.
70. May 30, 2017	The CNO writes to EW's criminal counsel Mr. Burgess to provide disclosure, and to request EW's response by July 4, 2017.
71. Jun. 22, 2017	The ICRC issues a Decision referring specified allegations of misconduct, including murder, relating to EW to the Discipline Committee.
	A Notice of Hearing issued and sent to EW by mail, and to her criminal counsel by email (the latter is sent the following day).
72. July 25, 2017	EW's registration as a nurse is revoked by the Discipline Committee.

TAB B: SOURCE DOCUMENTS FOR SPECIFIC CHRONOLOGY

Overview Report: The College of Nurses of Ontario

Event/Tab numbers correspond to numbered Events in the Tab A: Specific Chronology.

Source Document names may differ from those in the Database, as some names have been amended for clarity.

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
1.	<ul style="list-style-type: none"> • Application for Assessment to Determine Eligibility for Registration, signed by EW on May 8, 1995 	LTCI00036268
	<ul style="list-style-type: none"> • Offer of Employment for Temporary Registration, signed by EW on May 8, 1995 and by Marlene Pavletic on May 15, 1995 	LTCI00036272
	<ul style="list-style-type: none"> • Letter from Marilyn S. Wang (CNO) to EW, dated May 30, 1995 	LTCI00036270
	<ul style="list-style-type: none"> • Temporary Registration—Ontario Students, dated May 24, 1995, and stamped mailed May 30, 1995 	LTCI00036273
	<ul style="list-style-type: none"> • Application for a Certificate of Registration, signed by EW on June 5, 1995 	LTCI00036271
	<ul style="list-style-type: none"> • Undertaking/Agreement, signed by EW on June 5, 1995 	LTCI00036269
2.	<ul style="list-style-type: none"> • Application for a Certificate of Registration, signed by EW on August 8, 1995 (stamped by CNO with an issuance date of August 11, 1995) 	LTCI00036266
	<ul style="list-style-type: none"> • Canadian Nurses Association—Candidate Examination Report, dated June 30, 1995 	LTCI00036267
3.	<ul style="list-style-type: none"> • Summary of Telephone Call with Marlene Pavletic, dated September 14, 1995 	LTCI00037185
4.	<ul style="list-style-type: none"> • Summary of Telephone Call with Marlene Pavletic, dated October 25, 1995 	LTCI00037184
5.	<ul style="list-style-type: none"> • Letter from Marlene Pavletic to Margaret Risk (CNO) dated November 2, 1995 	LTCI00037176

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	• Letter from Sandra Devlin (CNO) to Marlene Pavletic, dated November 7, 1995	LTCI00037183
	• Memo from Margaret Risk (CNO) to the Executive Committee (CNO), dated November 7, 1995	LTCI00037241
	• Executive Committee Approval of Appointment of Investigator, dated November 9, 1995	LTCI00037239
6.	• Interview Summary of Marlene Pavletic, dated November 24, 1995	LTCI00037218
	• Summary of Telephone Call, dated November 24, 1995	LTCI00037182
7.	• Letter from Marlene Pavletic to Margaret Risk (CNO), dated November 27, 1995	LTCI00037214
8.	• Letter from Dinah Wong (CNO) to EW, dated December 4, 1995	LTCI00037255
9.	• Letter from Dinah Wong (CNO) to Irene Pelletier, dated December 4, 1995	LTCI00037164
	• Letter from Dinah Wong (CNO) to Marlene Pavletic, dated December 5, 1995	LTCI00037178
10.	• Letter from Elizabeth McIntyre to Dinah Wong (CNO), dated December 13, 1995	LTCI00037305
	• Letter from CNO to Elizabeth McIntyre, dated December 18, 1995	LTCI00037167
11.	• Letter from Irene Pelletier to Dinah Wong (CNO), dated December 20, 1995	LTCI00037165
	• Admission notes of Dr. Gomide, dated September 13 1995	LTCI00037194
	• Patient Chart of Elizabeth Parker, admission date September 13, 1995	LTCI00037195
	• Geraldton District Hospital, Doctor's Orders for Elizabeth Parker, admission date September 13, 1995	LTCI00037197
	• Geraldton District Hospital, Discharge Summary of Elizabeth Parker, discharge date September 14, 1995	LTCI00037209

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
12.	<ul style="list-style-type: none"> Letter from Marlene Pavletic to Dinah Wong (CNO), dated December 27, 1995 	LTCI00037161
	<ul style="list-style-type: none"> Witness list from Geraldton Hospital 	LTCI00037240
	<ul style="list-style-type: none"> Notes from Ingrid Ciabatti, from September 14, 1995 	LTCI00037219
	<ul style="list-style-type: none"> Notes of Joanne Morneau, from September 13, 1995 	LTCI00037223
	<ul style="list-style-type: none"> Notes of Barbara Kyro, from September 15-17, 1995 	LTCI00037224
	<ul style="list-style-type: none"> Notes of Kim Harasym, from September 13-14, 1995 	LTCI00037270
	<ul style="list-style-type: none"> Notes of Subi Parameswaren, from September 13, 1995 	LTCI00037228
	<ul style="list-style-type: none"> Notes of Marlene Pavletic, from September 13, 1995 to October 13, 1995 	LTCI00037216
	<ul style="list-style-type: none"> Notes of Anita Rossignol, from September 12, 1995 	LTCI00037220
	<ul style="list-style-type: none"> Notes of Anita Rossignol, from September 13, 1995 	LTCI00037221
	<ul style="list-style-type: none"> Notes of Mitch Gange, from September 13, 1995 	LTCI00037230
	<ul style="list-style-type: none"> Notes of Darcy Lawson, from September 13, 1995 	LTCI00037232
13.	<ul style="list-style-type: none"> Letter from Dinah Wong (CNO) to Elizabeth McIntyre, dated January 2, 1996 	LTCI00037159
	<ul style="list-style-type: none"> Letter from Dinah Wong (CNO) to Marlene Pavletic, dated January 2, 1996 	LTCI00052481
14.	<ul style="list-style-type: none"> Renewal History 	LTCI00056275
15.	<ul style="list-style-type: none"> Letter from Elizabeth McIntyre to the Complaints Committee c/o Dinah Wong (CNO), dated March 1, 1996 	LTCI00037247
	<ul style="list-style-type: none"> Letter from B. Abraham (North of Superior Programs), dated February 27, 1996 	LTCI00037193
	<ul style="list-style-type: none"> Letter from J. Robinson (North of Superior Programs), dated February 27, 1996 	LTCI00037192

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	<ul style="list-style-type: none"> Letter from Elizabeth McIntyre to Dinah Wong (CNO), dated March 1, 1996 	LTCI00037155
16.	<ul style="list-style-type: none"> Letter from Dinah Wong (CNO) to Elizabeth McIntyre, dated March 11, 1996 	LTCI00037154
17.	<ul style="list-style-type: none"> Summary of Investigation, undated 	LTCI00037259
	<ul style="list-style-type: none"> Letter from Vida Abel (CNO) to EW, dated March 22, 1996 	LTCI00037151
	<ul style="list-style-type: none"> Letter from Vida Abel (CNO) to Marlene Pavletic, dated March 1996 	LTCI00037152
	<ul style="list-style-type: none"> Decision of the Complaints Committee, signed March 25, 1996 	LTCI00036822
18.	<ul style="list-style-type: none"> Directive for an Inquiry, dated April 25, 1996 	LTCI00037043
19.	<ul style="list-style-type: none"> Letter from Margaret Risk (CNO) to EW, dated April 29, 1996 	LTCI00037146
20.	<ul style="list-style-type: none"> Letter from Elizabeth McIntyre to Shirin Perston (CNO), dated May 1, 1996 	LTCI00037246
21.	<ul style="list-style-type: none"> Letter from Margaret Risk (CNO) to EW, dated May 10, 1996 	LTCI00037144
22.	<ul style="list-style-type: none"> Letter from Shirin Perston (CNO) to EW, dated May 21, 1996 	LTCI00037138
	<ul style="list-style-type: none"> Letter from Shirin Perston (CNO) to Dr. Cunningham, dated May 21, 1996 	LTCI00037142
	<ul style="list-style-type: none"> Report of Dr. Cunningham, undated from an assessment conducted on June 14, 1996 	LTCI00037188
23.	<ul style="list-style-type: none"> Letter from Shirin Perston (CNO) to Dr. Ross, dated July 18, 1996 	LTCI00037137
24.	<ul style="list-style-type: none"> Summary of Telephone Call with Elizabeth McIntyre, dated August 7, 1996 	LTCI00037133
	<ul style="list-style-type: none"> Letter from Shirin Perston (CNO) to Elizabeth McIntyre, dated August 7, 1996 	LTCI00037130
	<ul style="list-style-type: none"> Letter from Dr. Cunningham to Shirin Perston, undated referencing an assessment conducted on June 14, 1996 	LTCI00037187
	<ul style="list-style-type: none"> Report of Dr. Cunningham, undated from an assessment conducted on 	LTCI00037188

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	June 14, 1996	
25.	• Letter from Dr. Ross to Shirin Perston (CNO), dated September 12, 1996	LTCI00037191
26.	• Report of the Board of Inquiry, dated September 30, 1996	LTCI00037317
	• Letter from Tracy Raso (CNO) to EW, dated October 16, 1996	LTCI00037127
27.	• Letter from Elizabeth McIntyre to the Executive Committee c/o Michelle Gill (CNO), dated October 22, 1996	LTCI00037244
28.	• Summary of Telephone Call with Elizabeth McIntyre, dated February 6, 1997	LTCI00037118
	• Letter from Elizabeth McIntyre to Michelle Gill (CNO), dated February 6, 1997	LTCI00037119
	• Summary of Telephone Call with Elizabeth McIntyre, dated February 7, 1997	LTCI00037117
	• Letter from Elizabeth McIntyre to Michelle Gill (CNO), dated February 10, 1997 (received February 13, 1997)	LTCI00037115
29.	• Letter from Patrick Hop Hing (CNO) to EW, dated February 14, 1997	LTCI00037040
30.	• Memo to File from Michelle Gill (CNO), dated February 17, 1997	LTCI00037114
31.	• Health Release Form, signed by EW on March 3, 1997 and received March 11, 1997	LTCI00037111
	• Letter from Michelle Gill (CNO) to Dr. Pennington, dated March 12, 1997	LTCI00037110
	• Letter from Michelle Gill (CNO) to Dr. Judson, dated March 12, 1997	LTCI00037112
	• Memo to File from Michelle Gill (CNO), dated March 18, 1997	LTCI00037107
	• Summary of Telephone Call with Dr. Judson, dated March 17, 1997	LTCI00037109
	• Summary of Telephone Call with Elizabeth McIntyre, dated March 17, 1997	LTCI00037108

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	<ul style="list-style-type: none">Letter from Michelle Gill (CNO) to Elizabeth McIntyre, dated March 19, 1997	LTCI00037105
	<ul style="list-style-type: none">Memo to File from Michelle Gill (CNO), dated March 26, 1997	LTCI00037104
32.	<ul style="list-style-type: none">Memo to File from Michelle Gill (CNO), dated March 26, 1997	LTCI00037104
	<ul style="list-style-type: none">Letter from Michelle Gill (CNO) to Elizabeth McIntyre, dated March 26, 1997	LTCI00037102
33.	<ul style="list-style-type: none">Letter from Elizabeth McIntyre to Michelle Gill (CNO), dated April 2, 1997	LTCI00037099
34.	<ul style="list-style-type: none">Letter from Michelle Gill (CNO) to Dr. Cunningham, dated April 3, 1997	LTCI00037092
	<ul style="list-style-type: none">Letter from Dr. Cunningham to Michelle Gill (CNO), dated April 7, 1997	LTCI00037091
	<ul style="list-style-type: none">Report from Dr. Cunningham to Michelle Gill (CNO), dated April 7, 1997	LTCI00037186
	<ul style="list-style-type: none">Letter from Michelle Gill (CNO) to Elizabeth McIntyre, dated April 11, 1997	LTCI00037089
35.	<ul style="list-style-type: none">1997 Annual Payment Form, signed by EW on April 16, 1997, and received by the CNO on April 21, 1997	LTCI00037038
	<ul style="list-style-type: none">Document sent to Registrant	LTCI00056281
36.	<ul style="list-style-type: none">Letter from Dr. Judson to Michelle Gill (CNO), dated April 24, 1997	LTCI00037082
37.	<ul style="list-style-type: none">Memorandum of Agreement between EW and the CNO, dated May 9, 1997	LTCI00036838
	<ul style="list-style-type: none">Decision: On Consent of FTP Committee, dated May 9, 1997	LTCI00036808
38.	<ul style="list-style-type: none">Letter from Dr. Judson to Director (CNO), dated June 12, 1997	LTCI00037066
	<ul style="list-style-type: none">Memo from Dr. Tam to Tracy Raso (CNO), dated June 17, 1997	LTCI00037064

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	<ul style="list-style-type: none">Health Release Form to David Petkau (Christian Horizons), dated June 17, 1997	LTCI00037313
	<ul style="list-style-type: none">Health Release Form to Dr. Tam, dated June 17, 1997	LTCI00037314
	<ul style="list-style-type: none">Letter from David Petkau to Tracy Raso (CNO), dated June 19, 1997	LTCI00037062
	<ul style="list-style-type: none">Letter from Tracy Raso (CNO) to Dr. Tam, dated June 27, 1997	LTCI00037063
	<ul style="list-style-type: none">Letter from Tracy Raso (CNO) to Dr. Judson, dated June 27, 1997	LTCI00037065
	<ul style="list-style-type: none">Memo from Dr. Judson to Tracy Raso (CNO), dated July 2, 1997	LTCI00037059
	<ul style="list-style-type: none">Letter from Tracy Raso (CNO) to David Petkau, dated July 2, 1997	LTCI00037061
	<ul style="list-style-type: none">Letter from Dr. Judson to Tracy Raso (CNO), dated July 2, 1997	LTCI00037060
39.	<ul style="list-style-type: none">Summary of Telephone Call with EW, dated December 1, 1997	LTCI00037057
	<ul style="list-style-type: none">Summary of Telephone Call with Dr. Judson, dated December 2, 1997	LTCI00037055
	<ul style="list-style-type: none">Summary of Telephone Call with Dr. Tam, dated December 3, 1997	LTCI00037054
40.	<ul style="list-style-type: none">Summary of Telephone Call with Dr. Tam, dated March 9, 1998	LTCI00037053
41.	<ul style="list-style-type: none">CNO Previous Names document, dated March 14, 1998	LTCI00036313
42.	<ul style="list-style-type: none">1998 Annual Payment Form, signed April 29, 1998	LTCI00036308
	<ul style="list-style-type: none">Document Sent to Registrant	LTCI00056281
43.	<ul style="list-style-type: none">Summary of Telephone Call with Dr. Tam, dated May, 1998	LTCI00052372
44.	<ul style="list-style-type: none">Letter from Tracy Raso (CNO) to EW dated May 29, 1998	LTCI00036837
45.	<ul style="list-style-type: none">1999 Annual Payment Form, signed by EW on December 7, 1998	LTCI00036307
	<ul style="list-style-type: none">Notice of Intent to Suspend, sent on March 15, 2000	LTCI00036311
	<ul style="list-style-type: none">2001 Annual Payment Form, signed by EW on December 19, 2000	LTCI00036306
	<ul style="list-style-type: none">2002 Annual Payment Form, signed by EW on April 6, 2002	LTCI00036305

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	• 2003 Annual Payment Form, signed by EW on March 28, 2003	LTCI00036304
	• Notice of Intent to Suspend, sent on March 5, 2004	LTCI00056277
	• 2004 Annual Membership Renewal, signed by EW on April 20, 2004	LTCI00036303
	• 2005 Annual Membership Renewal, signed by EW on December 8, 2004	LCTI00036302
	• Notice of Intent to Suspend, dated March 24, 2006	LTCI00056278
	• 2006 Annual Membership Renewal, signed by EW on March 26, 2006	LTCI00036301
	• 2007 Annual Membership Renewal, signed by EW on November 28, 2006	LTCI00036300
	• Document Sent to Registrant	LTCI00056281
46.	• 2008 and 2009 Annual Membership Renewals, submitted December 1, 2007 and signed January 12, 2009, respectively	LTCI00036299
	• 2010 Annual Membership Renewal, submitted January 2, 2010	LTCI00036298
47.	• CNO documents re: requests from Caressant for training and the CNO's training slides, undated	LTCI00069339 LTCI00069340
48.	• 2011 Annual Membership Renewal, submitted December 23, 2010	LTCI00036297
	• 2012 Annual Membership Renewal, submitted December 22, 2011	LTCI00036296
	• Notice of Intent to Suspend, dated January 4, 2013	LTCI00056279
	• 2013 Annual Membership Renewal, submitted January 7, 2013	LTCI00036295
	• 2014 Annual Membership Renewal, submitted December 29, 2013	LTCI00036294
49.	• Cover letter from Brenda Van Quaethem to the CNO dated April 17, 2014, attaching Report Form for Facility Operators and Employers from Caressant Care Woodstock, dated March 31, 2014	LTCI00036848
	• Report Form for Facility Operators and Employers, dated March 31,	LTCI00036841

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	2014	
50.	• Letter from Fiona Clarke (CNO) to Caressant Care, dated July 17, 2014	LTCI00036846
51.	• Reports Intake Assessment Form	LTCI00036834
	• Summary of Telephone Discussion with Helen Crombez, dated July 28, 2014	LTCI00036845
	• Interview summary completed by Karen Yee (CNO) of telephone discussion with Helen Crombez, dated July 30, 2014	LTCI00036847
	• Memo to File of Karen Yee (CNO), dated July 24, 2014 (Note: contains information from after this date)	LTCI00034993
52.	• Memo to File of Karen Yee (CNO), dated July 24, 2014 (Note: contains information from after this date)	LTCI00034993
53.	• Memo to File of Karen Yee (CNO), dated July 24, 2014 (Note: contains information from after this date), signed by Anne Coghlan on October 14, 2014.	LTCI00036833
	• Letter from Anne Coghlan (CNO) to EW, dated October 14, 2014	LTCI00036840
	• Closed Case Files: Transfer to Inactive Storage	LTCI00036839
54.	• 2015 Annual Membership Renewal, submitted December 29, 2014	LTCI00036293
55.	• 2016 Annual Membership Renewal, submitted December 28, 2015	LTCI00036292
	• Record of Employment of EW at Lifeguard Homecare Inc, dated October 11, 2016	LTCI00017433

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
56.	<ul style="list-style-type: none"> • Interview Summaries of CNO interviews with: <ul style="list-style-type: none"> (1) Dr. Kahn of CAMH, dated September 29 – 30, 2016; (2) Heidi Wilmont-Smith, President of Lifeguard Homecare, Brantford, dated September 29, 2016; (3) EW, dated September 30, 2016; and (4) Detective Sargent Heather Nichols, dated September 30, 2016. 	LTCI00036872
	<ul style="list-style-type: none"> • Reports Intake Assessment Form, dated September 29, 2016 	LTCI00036855
	<ul style="list-style-type: none"> • Interview Summary of CNO interview with Tamara Condy (St. Elizabeth Heath Care—Oxford), dated September 30, 2016 	LTCI00036252
	<ul style="list-style-type: none"> • Interview Summary of CNO interview with Detective Kevin Hamilton (Toronto Police Services), dated September 30, 2016 	LTCI00036874
57.	<ul style="list-style-type: none"> • Email from EW to Investigations-Intake (CNO), dated September 30, 2016 	LTCI00036232
	<ul style="list-style-type: none"> • Reports Intake Assessment Form, dated September 30, 2016 	LTCI00036240
	<ul style="list-style-type: none"> • Public Register (Demographics Report), dated September 30, 2016 	LTCI00036245
	<ul style="list-style-type: none"> • Nurse Details, dated September 30, 2016 	LTCI00036854
	<ul style="list-style-type: none"> • Memo from Vicki Wolf (CNO), dated September 30, 2016 	LTCI00036850
	<ul style="list-style-type: none"> • Executive Director’s Report, dated September 30, 2016 	LTCI00036869
	<ul style="list-style-type: none"> • Appointment of Investigator Remy Pearson (CNO), dated September 30, 2016 	LTCI00036248
	<ul style="list-style-type: none"> • Email from Melissa Jeethan (LCRC) to Megan Sloan (Chair, ICRC) (both CNO), dated September 30, 2016 	LTCI00036251
58.	<ul style="list-style-type: none"> • Summary of Telephone Discussion with Detective Ty McMillan, dated October 5, 2016 	LTCI00037029

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	• Letter from Remy Pearson (CNO) to EW, dated October 5, 2016	LTCI00036805
	• Report Form for Facility Operators and Employers submitted by Revera Inc. on behalf of Telfer Place, dated October 5, 2016	LTCI00036231
	• Responding letter from Marni Billet (CNO) to Revera Inc., dated October 5, 2016	LTCI00036250
	• Reports Intake Assessment Form for EW in response to Revera information, dated October 5, 2016	LTCI00036858
59.	• Summary of Telephone Discussion with Dr. Alan Kahn (CAMH), dated October 6 – 7, 2016	LTCI00036223
	• Email between Remy Pearson, Vanessa Huot, and Janela Jovellano (all CNO), dated October 6, 2016	LTCI00037025
	• Email between Remy Pearson, Vanessa Huot, Karen McGovern, Jacky Potts, Janet Anderson, Janela Jovellano, Paul Brennan, and Deborah Jones (all CNO), dated October 6, 2016	LTCI00037027
	• Summary of Telephone Discussion with EW, dated October 7, 2016	LTCI00036800
	• Letter from Remy Pearson (CNO) to Health Records Department, CAMH, dated October 7, 2016	LTCI00034421
	• Letter from Remy Pearson (CNO) to Health Records Department, CAMH, dated October 7, 2016	LTCI00034425
	• Summons under Public Inquiries Act, 2009, dated October 7, 2016	LTCI00034426
	• Emails between Remy Pearson, Karen McGovern, Paul Brennan, Naela Jovellano, and Vanessa Huot, Sheryl Sarfin (all CNO), dated October 7, 2016	LTCI00037024
	• Email from Anne Coghlan to Remy Pearson (both CNO), dated October 7, 2016	LTCI00037020
60.	• Screen shot of the CNO's Public Register, dated October 14, 1996	LTCI00071068
61.	• Letter from Carol Hepting (Caessant Care) to the CNO, dated October 14, 2016	LTCI00036259

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
62.	<ul style="list-style-type: none"> Email between Remy Pearson, Karen McGovern, Paul Brennan, Naela Jovellano, and Vanessa Huot (all CNO), dated October 14, 2016 	LTCI00037013
	<ul style="list-style-type: none"> Email from Karen McGovern (CNO) to PC-Department, dated October 25, 2016 	LTCI00036992
	<ul style="list-style-type: none"> Cover letter from the CNO to the Woodstock Police, undated and unsigned 	LTCI00034407
	<ul style="list-style-type: none"> Letter from Paul Brennan (CNO) to Detective Constable Tim Pinder, dated November 8, 2016 	LTCI00036982
	<ul style="list-style-type: none"> Summary of Telephone Discussion with Fraser Kelly dated November 14, 2016 	LTCI00036979
63.	<ul style="list-style-type: none"> Letter from Remy Pearson (CNO) to Meadow Park, dated December 5, 2016 	LTCI00036772
	<ul style="list-style-type: none"> Letter from Remy Pearson (CNO) to Telfer Place, dated December 5, 2016 	LTCI00036774
	<ul style="list-style-type: none"> Letter from Remy Pearson (CNO) to Caressant Care, dated December 5, 2016 	LTCI00036776
	<ul style="list-style-type: none"> Letter from Remy Pearson (CNO) to Saint Elizabeth, dated December 5, 2016 	LTCI00036778
64.	<ul style="list-style-type: none"> Summary of Telephone Discussion with Carol Hepting, dated December 19, 2016 	LTCI00034435
	<ul style="list-style-type: none"> Summary of Telephone Discussion with Patricia Malone, dated December 19, 2016 	LTCI00036768
	<ul style="list-style-type: none"> Letter from Patricia Malone (Saint Elizabeth) to Remy Pearson, dated December 22, 2016 	LTCI00036408
	<ul style="list-style-type: none"> Letter from Nicole Ross (Meadow Park) to Remy Pearson (CNO), dated January 3, 2017 	LTCI00036379
	<ul style="list-style-type: none"> Letter from Carol Hepting (Caressant Care) to Remy Pearson, dated January 11, 2017 	LTCI00036445
	<ul style="list-style-type: none"> Email from Remy Pearson to Karen McGovern and Paul Brennan (All CNO), dated January 9, 2017 	LTCI00036967

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
	• Summary of Telephone Discussion with Fraser Kelly (MAG), dated January 9, 2017	LTCI00036968
	• Email from Remy Pearson to Karen McGovern and Paul Brennan, dated January 10, 2017	LTCI00036966
65.	• Reports Intake Assessment Form—hand-marked with “Changes”, dated January 13, 2017	LTCI00036431
	• Nursing Details, printed January 13, 2017	LTCI00036432
	• Demographics Report, printed on January 13, 2017	LTCI00036864
66.	• Email from Remy Pearson to Karen McGovern and Paul Brennan (All CNO), dated January 17, 2017	LTCI00036957
	• Email from Fraser Kelly (MAG) to Remy Pearson (CNO), dated January 18, 2017	LTCI00036759
	• Email from Fraser Kelly (MAG) to Remy Pearson (CNO), dated January 20, 2017	LTCI00036758
	• Email from Fraser Kelly (MAG) to Remy Pearson (CNO), dated January 20, 2017	LTCI00036952
67.	• Executive Director’s Report, dated March 7, 2017	LTCI00036425
68.	• Letter from Carol Hepting (Caressant) to Remy Pearson (CNO), dated March 13, 2017	LTCI00036712
	• Email from Ashley Grenville-Finnigan to Remy Pearson (both CNO), dated March 14, 2017	LTCI00034930
	• Email from Carol Hepting (Caressant Care) to Remy Pearson (CNO), dated March 28, 2017	LTCI00036754
	• Email from Mary Brazler (Revera) to Remy Pearson (CNO), dated April 11, 2017	LTCI00036750
69.	• Executive Director’s Report, dated April 12, 2017	LTCI00036430
70.	• Letter from the CNO to Mr. Burgess dated May 30, 2017	LTCI00036906

EVENT / TAB	SOURCE DOCUMENT	DOCUMENT NO.
71.	<ul style="list-style-type: none"><li data-bbox="240 289 1208 363">• Letter from Karen McGovern (CNO) to EW dated June 22, 2016, attaching the Decision of the ICRC dated June 22, 2017<li data-bbox="240 401 1208 474">• Decision of the Inquiries, Complaints, and Reports Committee, dated June 22, 2017<li data-bbox="240 512 1208 585">• Letter from the CNO to EW dated June 22, 2017, serving a Notice of Hearing<li data-bbox="240 623 1208 655">• Notice of Hearing from the CNO, dated June 22, 2017<li data-bbox="240 693 1208 766">• Statement from Dalton Burger (Chair of ICRC) appointing reviewers of EW matter, dated June 22, 2017<li data-bbox="240 804 1208 877">• Email exchange between Megan Shorteed (Paliare Roland) and Brad Burgess (EW counsel) copying L. Wright (CNO), dated June 23, 2017	LTCI00036733 LTCI00036830 LTCI00036184 LTCI00036186 LTCI00036887 LTCI00037329
72.	<ul style="list-style-type: none"><li data-bbox="240 919 1208 951">• Decision of the Discipline Committee (unsigned)<li data-bbox="240 989 1208 1064">• Affidavit of Vicki Wolf sworn July 20, 2017 (Exhibit 8 at Discipline Committee Hearing)	LTCI00065375 LTCI00037331

TAB C: RELEVANT LEGISLATION

Overview Report: The College of Nurses of Ontario

Summary

As a Registered Nurse between the years 1995 and 2017, the scope and regulation of EW's nursing practice were governed by the *Nursing Act, 1991*, as amended (the "*Nursing Act*") and the *Regulated Health Professions Act, 1991*, as amended (the "*RHPA*").

The *Nursing Act* and its regulations prescribed the scope of EW's practice, and established the mandate of the CNO as the regulator of nurses in the Province.

The *RHPA* and its regulations governed the regulation and co-ordination of the health professions in Ontario, including nursing. The *Health Professions Procedural Code* (the "*Code*"), which is Schedule 2 to the *RHPA*, is incorporated into the *Nursing Act* by virtue of s. 2(1) of the *Nursing Act*.

Together, the *Nursing Act* and the *RHPA* governed EW's regulation as a nurse in Ontario, including matters relating to registration, standards of practice, complaints, mandatory reports from facilities, investigations, discipline, and fitness to practice.

Legislation

1. *Regulated Health Professions Act, 1991*, S.O. 1991, c. 18, and its Regulations, as amended over time
2. *Nursing Act, 1991*, S.O. 1991, c. 32, and its Regulations, as amended over time

TAB D: RELEVANT COLLEGE OF NURSES STANDARDS, GUIDELINES, POLICIES AND PROCEDURES

Overview Report: The College of Nurses of Ontario

SUMMARY

Having regard to paragraph 2 of the Order in Council establishing the Commission, which requires the Commission to inquire into “the circumstances and contributing factors allowing these events to occur, including the effect, if any, of relevant policies, procedures, practices, and accountability and oversight mechanisms,” there are various CNO documents relevant to the Commission’s consideration.

The CNO has a series of:

- Internal guidelines, procedures, and training documents (collectively, “Internal Process Documents”);
- Practice standards, guidelines, and educational tools available to its members and to the public for the purpose of promoting practice standards and articulating the CNO’s processes (“Standards and Public Process Documents”); and,
- By-laws and Annual Reports,

to assist in and report on the organization of the CNO’s functions, and the regulation of its members.

Below, we have included such Internal Process Documents, Standards and Public Process Documents, and By-laws and Reports that are most relevant to the CNO’s receipt and investigation of information relating to EW between 1995-1998 (when the CNO was addressing information relating to the Incident at Geraldton Hospital), and between 2014-2017 (when the CNO was addressing information from Caressant in 2014, and then when the CNO received information from CAMH as to the Offences in 2016). In some case, we have further included documents which have been updated since 2017.

INTERNAL PROCESS DOCUMENTS

Tab No.	Document	Date (or Estimated Date Range)	Document No.
1.	Investigations and Hearings: Receiving a Complaint/Report	Jun. 6, 1995	LTCI00060163
2.	Risk Assessment Tool: Inquiry Information	2006 – Nov. 2017	LTCI00060162
3.	Memo: Appropriate Regulatory Response to a Mandatory Report received by an Employer or Facility Operator	Mar. 22, 2006	LTCI00069064
4.	Reports Intake Process – Prepared by Andrea Boddy	Apr. 2010	LTCI00060138
5.	Historical Orientation Materials (would have been provided to Karen Yee during her 2010 orientation; no longer in use)	2010	LTCI00071071 LTCI00071094 LTCI00071096 LTCI00071097 LTCI00071098 LTCI00071099
6.	WebART Orientation	2014 – 2017	LTCI00060132
7.	Sample Memo: Note: This Memo to File Has Been Done in Lieu of WebART	2014 – 2017	LTCI00060152
8.	Memo Re: 2014 Intake Initiative to Address Older Inquiries in Progress	Mar. 6, 2014	LTCI00060159
9.	The Reports Intake Process: Assessing Risk and Response - Investigator Orientation	Apr. 2014	LTCI00060133
10.	Corporate Orientation: Professional Conduct	2015	LTCI00060206
11.	Interviewing	Jun. 2015	LTCI00060135
12.	Spectrum of Risk Factors: ICRC Risk Assessment Tool	Jan. 2016	LTCI00060123
13.	Sample Memo: (S) Inquiry #; (S) Member name; (S) REG#	2017	LTCI00060154

Tab No.	Document	Date (or Estimated Date Range)	Document No.
14.	Reports Team Orientation Materials (excerpts: reproductions of legislation/regulations not included)	Aug. 2017 (includes documents with earlier dates)	LTCI00060178 LTCI00060179 LTCI00060180 LTCI00060181 LTCI00060182 LTCI00060183 LTCI00060184 LTCI00060185 LTCI00060188 LTCI00060190 LTCI00060195
15.	Criteria for Proposing or Making an Interim Order in Misconduct Matters	Sep. 2017	LTCI00060131
16.	Reports Intake Process: Quality Orientation	Jan. 2018	LTCI00060134
17.	Quality Team Orientation	Feb. 2018	LTCI00060116
18.	The Reports Team: Quality Orientation	Feb. 2018	LTCI00060118

STANDARDS AND PUBLIC PROCESS DOCUMENTS

Tab No.	Document	Date (or Estimated Date Range)	Document No.
19.	Competencies <ul style="list-style-type: none"> <i>Entry to Practice Competencies for Ontario Registered Nurses as of January 1, 2005</i>, Pub. No. 41037 	Mar. 1999	LTCI00054953
20.	<ul style="list-style-type: none"> <i>Fact Sheet: Requisite Skills and Abilities for nursing practice in Ontario</i>, Pub. No. 41078 	Jan. 2012	LTCI00055032
21.	Practice Standards: Professional Standards <ul style="list-style-type: none"> <i>Professional Standards, Revised 2002</i>, Pub. No. 41006 	Updated Aug. 2013	LTCI00055073
22.	<ul style="list-style-type: none"> <i>Professional Standards, Revised 2002</i>, Pub. No. 41006 	Updated May 2015	LTCI00055074
23.	Practice Standard: Therapeutic Nurse-Client Relationship <ul style="list-style-type: none"> <i>Therapeutic Nurse-Client Relationship, Revised 2006</i>, Pub. No. 41033 	Updated May 2013 ¹	LTCI00055081
24.	<ul style="list-style-type: none"> <i>Therapeutic Nurse-Client Relationship, Revised 2006</i>, Pub. No. 41033 	Updated Feb. 2017	LTCI00055084
25.	Practice Standard: Ethics <ul style="list-style-type: none"> <i>Ethics</i>, Pub. No. 41034 	Updated Jun. 2009 ²	LTCI00055053

¹ Originally published in March 1999 as *Standard for the Therapeutic Nurse-Client Relationship*, and amended over time.

² Originally published in March 1999 as *Ethical Framework*, and amended over time.

Tab No.	Document	Date (or Estimated Date Range)	Document No.
26.	Practice Standard: Decisions about Procedure and Authority <ul style="list-style-type: none"> <i>Decisions about Procedure and Authority, Revised 2014, Pub. No. 41071</i> 	2014 ³	LTCI00055041
27.	<ul style="list-style-type: none"> <i>Decisions about Procedure and Authority, Revised 2017, Pub. No. 41071</i> 	Updated 2017	LTCI00055037
28.	Practice Standard: Medication <ul style="list-style-type: none"> <i>Medication, Revised 2014, Pub. No. 41007</i> 	Revised Jan. 2014 ⁴	LTCI00055063
29.	<ul style="list-style-type: none"> <i>Medication, Revised 2017, Pub. No. 41007</i> 	Revised Apr. 2017	LTCI00055066
30.	Medication Decision Tools <ul style="list-style-type: none"> <i>Medication Decision Tool: Competence</i> 	Apr. 2015	LTCI00055015
31.	<ul style="list-style-type: none"> <i>Medication Decision Tool: Authority</i> 	Apr. 2015	LTCI00055014
32.	<ul style="list-style-type: none"> <i>Medication Decision Tool: Safety</i> 	May 2015	LTCI00055016
33.	Practice Guideline: Conflict Prevention and Management <ul style="list-style-type: none"> <i>Conflict Prevention and Management, Updated June 2009, Pub. No. 47004</i> 	Updated Jun. 2009 ⁵	LTCI00054962
34.	<ul style="list-style-type: none"> <i>Conflict Prevention and Management, Updated Feb 2017, Pub. No. 47004</i> 	Amended Feb. 2017	LTCI00054961

³ Originally published in July 1995 as *A Guide to Decide: Revised Decision Tree for Performance of Procedures*, and amended over time.

⁴ Originally published in November 1996 as *Medication Administration Standards*, and amended over time.

⁵ Originally published in January 2000 as *Abuse of Nurses*, and amended over time.

Tab No.	Document	Date (or Estimated Date Range)	Document No.
35.	Practice Guideline: Directives <ul style="list-style-type: none"> • <i>Directives</i>, Pub. No. 41019 	2014 ⁶	LTCI00054975
36.	Practice Guideline: Authorizing Mechanisms <ul style="list-style-type: none"> • <i>Authorizing Mechanisms, Updated 2014</i>, Pub. No. 41075 	Jan. 1, 2014 ⁷	LTCI00055085
37.	<ul style="list-style-type: none"> • <i>Authorizing Mechanisms, Updated 2015</i>, Pub. No. 41075 	Updated May 2015	LTCI00055092
38.	Practice Guideline: <i>RN and RPN Practice: The Client, the Nurse and the Environment</i> , Pub. No. 41062	Revised 2014 ⁸	LTCI00054989
39.	Practice Guideline: <i>Working with Unregulated Care Providers</i> , Pub. No. 41014	Updated 2013 ⁹	LTCI00055000
40.	Reference Document: Professional Conduct <ul style="list-style-type: none"> • <i>Professional Conduct: Professional Misconduct</i>, Pub. No. 42007 	Updated 2013 ¹⁰	LTCI00055029
41.	<ul style="list-style-type: none"> • <i>Professional Conduct: Professional Misconduct</i>, Pub. No. 42007 	Updated 2014	LTCI00055031
42.	Educational Tools re: Client Abuse <ul style="list-style-type: none"> • <i>Nurses' Workbook on Preventing Abuse: One is Too Many, Abuse Prevention Program</i>, Pub. No. 47001 	Revised 2005	LTCI00055008
43.	<ul style="list-style-type: none"> • Fact Sheet: <i>Preventing Client Abuse</i>, Pub. No. 	Feb. 2011	LTCI00055010

⁶ Originally published in July 1995 as *When, Why and How to Use Medical Directives*, and amended over time

⁷ Originally published in October 2007 and amended over time.

⁸ Originally published in June 1996 as *A Guide to Health Care Consent and Substitute Decisions Legislation for RNs and RPNs*, and amended over time.

⁹ Originally published in May 1996 as *Guidelines for Working with Unregulated Care Providers*, and amended over time.

¹⁰ Originally published in June 1999 as *Explanation of Professional Misconduct*, and amended over time.

Tab No.	Document	Date (or Estimated Date Range)	Document No.
	47008		
44.	<ul style="list-style-type: none"> Fact Sheet: <i>CNO's Abuse Prevention Program</i>, Pub. No. 47010 	Jun. 2004	LTCI00055001
45.	How the College Responds to Reports	Aug. 2010 – Mar. 2017	LTCI00060125
46.	Mandatory Reporting: A Process Guide for Employers, Facility Operators and Nurses	2012 – 2017	LTCI00060161
47.		2017 on	LTCI00060147
48.	Report Form for Facility Operators and Employers	2017 on	LTCI00060141

BY-LAWS AND REPORTS

Tab No.	Document	Date (or Estimated Date Range)	Document No.
49.	CNO By-laws	1990	LTCI00065376
50.		Mar. 2000, Amended through Dec. 2017	LTCI00060174
51.	CNO Annual Reports	2014	LTCI00060264
52.		2016	LTCI00060262
53.	Client/Patient Relations Committee Annual Report	1995	LTCI00060257
54.		2014	LTCI00060255
55.		2017	LTCI00069055
56.	Registration Committee Annual Report	1995	LTCI00060214
57.		2017	LTCI00069060
58.	Complaints Committee Annual Report	1996	LTCI00060248
59.	Executive Committee Annual Report	1997	LTCI00060235
60.	Fitness to Practice Annual Report	1997	LTCI00060225
61.		2017	LTCI00069058
62.	ICRC Annual Report	2014	LTCI00060242
63.		2016	LTCI00060224
64.		2017	LTCI00069056
65.	Discipline Committee Annual Report	1995	LTCI00060246
66.		2017	LTCI00069057

Tab No.	Document	Date (or <i>Estimated Date Range</i>)	Document No.
67.	Quality Assurance Committee Annual Report	1995	LTCI00060221
68.		2017	LTCI00069059