

IN THE MATTER OF: *THE REGISTERED NURSES ACT, 1988* and Marlon Tabo Gonzales, RN #0039295

ORDER OF THE DISCIPLINE COMMITTEE

1. Pursuant to section 31(1)(b) of *The Registered Nurses Act, 1988* (the “Act”), Marlon Tabo Gonzales (“Gonzales”) shall be suspended from the Saskatchewan Registered Nurses Association (the “Association”) for a period of six months effective the date of this Order.
2. Pursuant to section 31(1)(e) of the Act, Gonzales shall, prior to returning to work as a registered nurse:
 - (a) Satisfactorily complete at his cost a course that covers respectful behaviour with colleagues and respect for professional boundaries and sexual harassment.
 - (b) The said course must be pre-approved by the Registrar of the Association.
 - (c) Within 30 days of his completion of the course outlined above, Gonzales shall provide to the Registrar a written certificate from the course provider stating:
 - (i) The course provider reviewed a copy of the Guilty Plea and Agreed Statement of Facts and Joint Submission of Penalty documents and the decision and reasons of the Discipline Committee; and
 - (ii) Gonzales has successfully completed the course.
3. Pursuant to section 31(1)(c) of the Act and following completion of the suspension period, Gonzales may return to the practice of registered nursing subject to the following conditions:
 - (a) For the first 480 actual worked hours of RN practice shall be under direct supervision of an RN;

- (b) For the next 1520 hours of actual worked hours of RN practice shall be under indirect supervision of an RN;
 - (c) For two years commencing the date of the Discipline Committee decision, Gonzales shall not be in any supervisory role regarding other staff;
 - (d) For two years commencing the date of the Discipline Committee decision, Gonzales shall not be involved in the independent practice of registered nursing such as homecare or community nursing.
 - (e) Gonzales shall arrange to have his employer file four written performance reviews to be submitted to the Registrar in the format provided by the Registrar. The performance review shall be provided after 240 hours, 480 hours, 1000 hours and 2000 hours.
4. Pursuant to section 31(2)(a)(ii) of the Act, Gonzales shall pay \$10,000.00 covering the costs of the investigation and hearing. The said costs shall be paid to the Association as follows:
- (a) \$1,000.00 on December 31, 2019;
 - (b) \$1,000.00 on December 31, 2020;
 - (c) \$1,000.00 on December 31, 2021;
 - (d) \$1,000.00 on December 31, 2022;
 - (e) \$1,000.00 on December 31, 2023;
 - (f) \$1,000.00 on December 31, 2024; and
 - (g) \$4,000.00 on December 31, 2025.

In the event an installment payment is not made on the deadline date or within seven days of the deadline date, Gonzales shall be suspended until payment is made of the outstanding installment.

DATED at Regina, Saskatchewan, this 27 day of June, 2017.



Neal Sylvestre, RN
Chair of the Discipline Committee

On behalf of the Discipline Committee members
being:

- Chris Etcheverry, RN
- Stella Devenney, RN (NP)
- Stella Swertz, RN
- Russ Marchuk, Public Representative