

Public Censure of a registrant of the College of Licensed Practical Nurses of Manitoba

On February 27, 2013 the Investigation Committee of the College of Licensed Practical Nurses of Manitoba (the College) decided pursuant to section 23(1)(d) of the Licensed Practical Nurses Act (the Act) and with the registrant's consent to issue a formal censure of the registrant with respect to conduct unbecoming a licensed practical nurse.

Relevant Facts

In the letter of complaint dated December 20, 2012 the complainant alleged that the registrant worked a total of 12 shifts while registration was cancelled.

Investigation of the complaint found that the registrant did not meet all requirements for the 2013 registration renewal; therefore, registration was in default on December 1, 2012 and subsequently cancelled on December 15, 2012. The registrant did in fact practice as a licensed practical nurse (LPN) in an unauthorized capacity while registration was in default and eventually cancelled. The unauthorized practice occurred on 12 separate occasions.

The Investigation Committee found that the allegation was proven and that the registrant did breach the profession's standards by failing to maintain an informed position with respect to regulatory changes, which affect practice. The Investigation Committee also found conclusive evidence that the registrant did in fact work a total of 12 shifts while not an active practicing LPN. Based on these facts, the Investigation Committee acknowledges its disapproval in the registrant's failure to adhere to the Standards of Practice and Code of Ethics of the College.

Standards of Practice to Consider

Standard I: Knowledge

Indicator 2: Demonstrates knowledge, skill and professional judgment relevant to practice

Indicator 3: Uses current knowledge to support and guide practice

Standard II: Application of Knowledge, Skills and Judgement

Indicator 3: Applies critical thinking and problem-solving processes in decision-making

Standard IV: Ethical Practice

Indicator 1: Adheres to the College of Licensed Practical Nurses of Manitoba Code of Ethics

Indicator 6: Promotes a practice environment that supports ethical behaviour and practice

Standard V: Self-regulation

Indicator 1: Maintains current registration

Indicator 2: Maintains current knowledge related to the regulation of the profession

Indicator 3: Supports the mandate of the College of Licensed Practical Nurses of Manitoba to protect the public

Indicator 4: Maintains an informed position with respect to regulatory changes, which affect practice

Standard VI: Continuing Competence

Indicator 1: Demonstrates appropriate knowledge, skills and judgment related to own practice

Indicator 7: Incorporates knowledge gained into practice

Standard VII: Professional Responsibility and Accountability

Indicator 1: Demonstrates knowledge regarding professional responsibilities

Indicator 2: Accepts accountability and takes responsibility for own professional conduct and decisions at all times

Indicator 3: Adheres to policies and procedures of employment setting

Indicator 6: Displays the characteristics and attributes of a Professional

Standard VIII: Professional Leadership

Indicator 3: Presents a positive image of nursing

Indicator 4: Acts as a role model, resource and mentor to clients, learners, nursing peers and colleagues

CODE OF ETHICS

As a Licensed Practical Nurse I will:

- Accept responsibility and accountability for my own professional practice
- Fulfill my responsibilities with honesty and integrity
- Enhance my knowledge and skills relevant to current practice
- Conduct myself in a professional manner and appearance
- Maintain an informed position with respect to issues affecting the practice of nursing and work to influence needed change
- Participate in my professions mandate to protect the public