



**Investigation Committee Report to the Board of Directors**  
**Summary of Decisions**  
**Reporting Period: August 2021 – November 2021**

College of Licensed Practical  
Nurses of Manitoba

This report provides information on decisions made by the CLPNM Investigation Committee during the time frame identified above. Many cases remain open across multiple reporting periods, and as such, the decisions below do not reflect all decisions made by the Committee in relation to each case.

The Investigation Committee considers the unique circumstances of each case when making its decisions. For that reason, complaints described as having a similar subject matter in this report may be associated with different decisions.

<b>Subject of Complaint</b>	<b>Committee Decisions Made in Reporting Period</b>
Failure to demonstrate critical thinking.  Failure to demonstrate professional communication.  Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.  Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.  Failure to demonstrate insight.	An investigation was ordered.
Failure to meet the expected standard for professional conduct.	An investigation was ordered.
Failure to meet the expected standard for professional conduct.  Failure to document.  Failure to meet the expected standard for self-reflection and insight into own fitness to practice.	An investigation was ordered.
Failure to meet the expected standard for professional conduct.  Failure to report.  Failure to meet the expected standard for self-reflection and insight into own fitness to practice.	An investigation was ordered.

<p>Failure to demonstrate insight.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to leadership.</p>	
<p>Failure to disclose.</p>	<p>An investigation was ordered.</p>
<p>Abandonment of care.</p> <p>Failure to complete assigned duties.</p>	<p>An investigation was ordered.</p>
<p>Abandonment of care.</p> <p>Failure to demonstrate professional communication.</p>	<p>An investigation was ordered.</p> <p>Following a review of the matter in its entirety, the Committee made an offer of resolution that provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to report.</p> <p>Failure to document.</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment in determining appropriate nursing interventions.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution that provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to demonstrate critical thinking.</p>	<p>Following a review of the matter in its entirety, the Committee entered into a multi-year voluntary undertaking agreement which provided for remedial education and employer practice reports.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Following a review of the matter in its entirety, the Committee offered a former registrant a multi-year voluntary undertaking agreement, which provided for remedial education and monitoring, which would take effect upon the former registrant's reinstatement onto the active practicing register.</p> <p>The Committee also directed that conditions/restrictions be applied to the former registrant's registration upon return to the</p>

	<p>active practicing register.</p> <p>The former registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to conduct an assessment.</p> <p>Failure to document.</p> <p>Failure to demonstrate professional communication.</p> <p>Failure to meet the expected standard for interprofessional practice.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to demonstrate professional communication.</p> <p>Failure to meet the expected standard for interprofessional practice.</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration.</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment in determining appropriate nursing interventions</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution that provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p> <p>Conditions/restrictions previously applied to the registrant's registration were reviewed and lifted.</p>
<p>Failure to adhere to professional obligations.</p> <p>Failure to meet the expected standard for professional conduct.</p>	<p>Following a review of the matter in its entirety, the Committee entered into a multi-year voluntary undertaking agreement which provided for remedial education and employer practice reports.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to meet the ethical standards of the profession.</p> <p>Failure to meet the expected standard for nursing conduct, leadership and interprofessional practice.</p> <p>Failure to meet the expected standard for self-reflection and insight into own competence and impacts on practice.</p> <p>Failure to meet the expected standard for the</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>

<p>application of critical thinking and nursing knowledge, skills and judgement.</p> <p>Failure to meet the expected standards regarding duty to report.</p> <p>Failure to practice within the legislated scope of practice.</p>	
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Following a review of the matter in its entirety, conditions/restrictions applied to the registrant's registration were amended.</p>
<p>Failure to demonstrate professional communication.</p> <p>Failure to demonstrate the attributes of a professional.</p> <p>Failure to demonstrate honesty and integrity.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the expected standard for professional conduct.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the expected standard for the application of nursing knowledge, skills and judgement related to medication administration.</p> <p>Failure to meet the expected standard for professional conduct.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of partial resolution which provided for additional assessments.</p> <p>Noting the individual no longer held active practising registration, the matter was then adjourned. The Committee will resume its consideration of the matter should the former registrant apply for reinstatement.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.</p>	<p>Following a review of the matter in its entirety, and noting the individual no longer held active practising registration, the matter was adjourned. The Committee will resume its consideration of the matter should the former registrant apply for reinstatement.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Following a review of the matter in its entirety, conditions/restrictions previously applied to the registrant's registration were removed.</p>

<p>Failure to meet the expected standard for professional communication.</p> <p>Failure to present a positive image of nursing.</p> <p>Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.</p>	<p>Following a review of the matter in its entirety, the Committee agreed to defer the registrant's requirement to provide employer practice reports.</p>
<p>Abandonment of care.</p> <p>Failure to demonstrate professional communication.</p> <p>Failure to develop a therapeutic relationship.</p> <p>Failure to respond to a client's needs in a manner that fosters trust and respect.</p> <p>Failure to meet the expected standard for professional conduct.</p>	<p>The Investigation Committee accepted the registrant's voluntarily surrender of registration.</p> <p>Following a review of the matter in its entirety, and noting the individual no longer held active practising registration, the matter was adjourned. The Committee will resume its consideration of the matter should the former registrant apply for reinstatement.</p>
<p>Failure to assess.</p>	<p>The Committee entered into a multi-year voluntary undertaking agreement which provided for remedial education and employer practice reports.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to meet the expected standard for professional communication.</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgement.</p>	<p>Following a review of the matter in its entirety, and noting the individual no longer held active practising registration, the matter was adjourned. The Committee will resume its consideration of the matter should the former registrant apply for reinstatement.</p>
<p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to report.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution that provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p> <p>The matter was then closed as the registrant met all of the direction set forth by the</p>

	Investigation Committee at previous meetings.
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to demonstrate professional communication.</p> <p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to report.</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to assessments.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution that provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p> <p>The matter was then closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to demonstrate leadership.</p> <p>Failure to conduct an assessment and document.</p> <p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution that provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p> <p>The matter was then closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to demonstrate honesty and integrity.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation</p> <p>Failure to demonstrate honesty and integrity.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>