



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

Subject of Complaint	Committee Decisions Made in Reporting Period
Failure to report. Failure to document. Failure to demonstrate the appropriate knowledge, skill, and judgment in determining appropriate nursing interventions.	An investigation was ordered.
Failure to conduct an assessment. Failure to document. Failure to obtain an order.	An investigation was ordered. Following a review of the matter in its entirety, the Committee made an offer of resolution which provided for remedial education. The registrant was directed to pay costs associated with the investigation of the matter.
Failure to demonstrate critical thinking.	An investigation was ordered.
Failure to meet the expected standard for professional conduct. Failure to meet the expected standard for self-reflection and insight into own fitness to practice.	An investigation was ordered.
Failure to conduct an assessment. Failure to document. Failure to demonstrate professional communication. Failure to meet the expected standard for interprofessional practice.	Following a review of the matter in its entirety, the Committee made an offer of resolution which provided for remedial education. The registrant was directed to pay costs associated with the investigation of the matter.

<p>Failure to demonstrate professional communication.</p> <p>Failure to meet the expected standard for professional conduct.</p> <p>Neglect of a client.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution which 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 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>An assessment was ordered.</p> <p>Condition/restrictions were applied to the registrant's registration.</p>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration.</p> <p>Failure to appropriately waste narcotic medications.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution which 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.</p>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration.</p> <p>Failure to appropriately waste narcotic medications.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution which provided for remedial education.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</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 registrant's registration was interim suspended and was directed to appear before the Committee.</p>
<p>Failure to demonstrate honesty and integrity.</p> <p>Failure to take accountability and responsibility.</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>

	The registrant was directed to pay costs associated with the investigation of the matter.
<p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to demonstrate honesty and integrity.</p> <p>Failure to utilize appropriate personal protective equipment.</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to blood transfusions.</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 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>	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.
Failure to meet the expected standard for professional conduct.	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.
<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>An investigation was ordered and is ongoing.</p> <p>The Investigation Committee accepted the registrant's voluntarily surrender of registration.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p>	Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was temporarily adjourned. The Committee will resume its review of the matter should the former registrant request to reinstate.
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to meet the expected standard for the application of nursing knowledge, skills, and</p>	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.

<p>judgement related to performing nursing assessments.</p> <p>Failure to demonstrate professional communication.</p> <p>Failure to meet the expected standard for professional conduct.</p>	
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to conduct an assessment.</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>Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was temporarily adjourned.</p> <p>The Committee will resume its review of the matter should the former registrant request to reinstate.</p>
<p>Failure to meet the expected standard for professional conduct.</p>	<p>Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was temporarily adjourned.</p> <p>The Committee will resume its review of the matter should the former registrant request to reinstate.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Conditions/restrictions previously applied to the registrant's registration were amended.</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</p>	<p>Conditions/restrictions previously applied to the registrant's registration were removed.</p>

application of critical thinking and nursing knowledge, skills and judgment.	
Failure to develop a therapeutic relationship. Failure to utilize appropriate personal protective equipment.	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.
Abandonment of care. Failure to demonstrate professional communication. Failure to develop a therapeutic relationship. Failure to respond to a client's needs in a manner that fosters trust and respect. Failure to meet the expected standard for professional conduct.	Following a review of the matter in its entirety the registrant was sent a letter of warning. The registrant was directed to appear before the Committee.
Failure to assess.	An investigation was ordered. An assessment was ordered. Conditions/restrictions were applied to the registrant's registration.
Failure to meet the expected standard for professional conduct. Failure to demonstrate honesty and integrity.	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.
Failure to demonstrate the appropriate knowledge, skill, and judgment related to nursing skills. Failure to meet the expected standard for interprofessional practice.	Following a review of the matter in its entirety, the Committee resolved that the former member may begin the reinstatement process.
Failure to meet the expected standard for professional communication. Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgement.	The registrant was directed to appear before the Committee. The former registrant appeared before the Committee as directed. Following a review of the matter in its entirety, the Committee made an offer of partial resolution which provided further assessments.

	The former member was directed to pay costs associated with the investigation of the matter.
Failure to meet the expected standard for professional conduct.	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.