



**Investigation Committee Report to the Board of Directors**  
**Summary of Decisions**  
**Reporting Period: November 2021 – March 2022**

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 maintain a therapeutic relationship and professional boundaries  Failure to appropriately document  Failure to meet the expected standard for interprofessional practice  Failure to adhere to public health orders  Engaging in out of scope practice	An investigation was ordered.
Failure to conduct an assessment  Failure to administer prescribed medications  Failure to meet the ethical standards of the profession	An investigation was ordered.  An assessment was ordered.
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 meet the ethical standards of the profession  Failure to meet the expected standard for professional conduct	An investigation was ordered.  The registrant was directed to appear before the Investigation Committee.  Following a review of the matter in its entirety conditions/restrictions were applied to the registrant’s registration.
Failure to meet the expected standard for	An investigation was ordered.

interprofessional practice Failure to meet the expected standard for professional conduct	
Failure to demonstrate professional communication	An investigation was ordered.
Failure to demonstrate professional communication	An investigation was ordered.
Failure to meet the expected standard for interprofessional practice	An investigation was ordered.
Failure to maintain confidentiality	An investigation was ordered.
Failure to maintain confidentiality	An investigation was ordered.
Failure to meet the expected standard for advertising	The matter was referred for mediation.
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	Following a review of the matter in its entirety, an assessment was ordered and conditions/restrictions were applied to the registrant's registration.
Failure to meet the expected standard for professional conduct	An investigation was ordered.  Following a review of the matter in its entirety, the Committee entered into a voluntary undertaking agreement that provided for remedial education.  The registrant was directed to pay costs associated with the investigation of the matter.
Failure to meet the expected standard for professional conduct Failure to document	Following a review of the matter in its entirety, the Committee made the registrant an offer of partial resolution which provided for assessments and monitoring.
Failure to meet the expected standard for self-	Conditions/restrictions were applied to the

reflection and insight into own fitness to practice	registrant's registration.
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 Failure to demonstrate insight Failure to demonstrate the appropriate knowledge, skill, and judgment related to leadership	Following a review of the matter in its entirety, the Committee issued the registrant a letter of warning and the matter was closed.
Failure to disclose	Following a review of the matter in its entirety, the Committee determined that professional standards were not breached thus no further action was required. The matter was closed.
Abandonment of care Failure to complete assigned duties	The registrant's active practicing registration was interim suspended and the registrant was directed to appear before the Investigation Committee.  The registrant was directed to pay costs associated with the matter.
Failure to demonstrate professional communication Failure to meet the expected standard for interprofessional practice Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration Failure to demonstrate the appropriate knowledge, skill, and judgment in determining appropriate nursing interventions	The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.
Failure to adhere to professional obligations Failure to meet the expected standard for professional conduct	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 consideration of the matter if the former registrant applies for reinstatement.
Failure to meet the expected standard for	Following a review of the matter in its entirety,

<p>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>including the registrant's demonstrated track record of compliance with the terms of a voluntary undertaking agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>
<p>Failure to demonstrate honesty and integrity</p> <p>Misrepresenting information during the hiring process</p> <p>Failure to adhere to employer policies</p>	<p>Following a review of the matter in its entirety, an assessment and a verification of practice hours were ordered and conditions/restrictions were applied to the registrant's registration.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to 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 meet the expected standard for self-reflection and insight into own fitness to 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 meet the expected standard for professional communication</p> <p>Failure to understand the professions scope of practice</p>	<p>Following a review of the matter in its entirety, an investigation was ordered. Conditions/restrictions were applied to the registrant's registration.</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, including the registrant's demonstrated track record of compliance with the terms of a voluntary undertaking agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>
<p>Failure to meet the expected standards for the application of nursing knowledge, skills, and judgment</p> <p>Failure to meet expected standard for professional conduct</p>	<p>Following a review of the matter in its entirety, the registrant was issued a letter of warning.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to 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 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 meet the expected standard for the application of critical thinking</p> <p>Failure to meet the expected standard for self-reflection and insight into own competence</p>	<p>An investigation was ordered.</p>
<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>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 appropriately waste narcotic medications</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 conduct an assessment</p> <p>Failure to document</p> <p>Failure to obtain an order</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 self-reflection and insight into own fitness to practice</p>	<p>Following a review of the matter in its entirety, the registrant was issued a letter of warning.</p>