



**Investigation Committee Report to the Board of Directors
Summary of Decisions
Reporting Period: May 2022 – September 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.

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	The matter was closed as the registrant met all of the directions set forth by the Investigation Committee at previous meetings.
Failure to demonstrate professional communication Failure to maintain a therapeutic relationship Failure to meet the expected standard for interprofessional practice Failure to demonstrate knowledge, skill, and judgment for safe, competent, and compassionate care	Following a review of the matter in its entirety, the Committee made the registrant an offer of resolution 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 Failure to meet the expected standard for self-reflection and insight into own fitness to practice	Following a review of the matter in its entirety, the Investigation Committee accepted the registrant's voluntary surrender of registration. As 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.

<p>Failure to conduct an assessment</p> <p>Failure to administer prescribed medications</p> <p>Failure to meet the ethical standards of the profession</p>	<p>The registrant was directed to appear before the Investigation Committee.</p> <p>Following a review of the matter in its entirety conditions/restrictions were applied to the registrant's registration.</p> <p>The Committee made the registrant an offer of partial resolution that provided for the registrant to voluntarily surrender their registration for a prescribed period of time and remedial education.</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 self-reflection and insight into own fitness to practice</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 were removed from the registrant's registration.</p>
<p>Failure to meet the expected standard for interprofessional practice</p> <p>Failure to meet the expected standard for professional conduct</p>	<p>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.</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, the Committee rescinded the registrant's previously entered voluntary undertaking agreement and the registrant entered into a new voluntary undertaking agreement that provided for remedial education and employer practice reports.</p> <p>Conditions/restrictions were removed from the registrant's registration.</p> <p>Conditions/restrictions were applied to the registrant's registration.</p>
<p>Failure to meet the expected standard for professional conduct</p>	<p>An investigation was ordered.</p>
<p>Failure to maintain a therapeutic relationship and professional boundaries</p>	<p>Following a review of the matter in its entirety, the Committee made the registrant an offer of</p>

<p>Failure to appropriately document</p> <p>Failure to meet the expected standard for interprofessional practice</p> <p>Failure to adhere to public health orders</p> <p>Engaging in out of scope practice</p>	<p>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 maintain confidentiality</p>	<p>Following a review of the matter in its entirety, the Committee entered into a voluntary undertaking agreement 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 professional communication</p>	<p>Following a review of the matter in its entirety, the Committee made the registrant 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 professional communication</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 conducting assessments</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.</p> <p>Conditions/restrictions were applied to the registrant's registration.</p>
<p>Failure to meet the expected standard for interprofessional practice</p>	<p>Following a review of the matter in its entirety, the Committee made the registrant 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 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 rescinded the registrant's previously entered voluntary undertaking agreement.</p> <p>Noting that the registrant no longer held active practising registration, the matter was temporarily adjourned.</p> <p>The Committee will resume its consideration of the matter if the former registrant applies for reinstatement.</p>
<p>Failure to maintain confidentiality</p>	<p>Following a review of the matter in its entirety, the Committee issued the registrant a letter of warning and the matter was closed.</p>
<p>Failure to demonstrate professional communication</p> <p>Failure to meet the expected standard for interprofessional practice</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills, and judgment</p>	<p>An investigation was ordered.</p>
<p>Failure to demonstrate professional communication</p>	<p>Following a review of the matter in its entirety, the Committee made the registrant 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 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, including the registrant's demonstrated track record of compliance with the terms of a voluntary undertaking agreement conditions/restrictions were removed from the registrant's registration.</p>
<p>Failure to assess</p>	<p>Following a review of the matter in its entirety, the registrant was directed to appear before the Investigation Committee.</p>

<p>Failure to demonstrate critical thinking</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 were removed from the registrant's registration.</p>
<p>Abandonment of care</p> <p>Failure to complete assigned duties</p>	<p>Following a review of the matter in its entirety, the matter was closed.</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-centered nursing care</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills, and judgment</p>	<p>An investigation was directed.</p> <p>Following a review of the matter in its entirety conditions/restrictions were applied to the registrant's registration.</p> <p>The registrant's active practicing registration was interim suspended and the registrant was directed to appear before the Investigation Committee.</p>
<p>Failure to demonstrate critical thinking</p> <p>Failure to demonstrate professional communication</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>Failure to demonstrate insight</p>	<p>Following a review of the matter in its entirety, the Committee entered into a voluntary undertaking agreement that provided for remedial education and employer practice reports.</p> <p>Conditions/restrictions were removed from the registrant's registration.</p> <p>Conditions/restrictions were applied to the registrant's registration.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>