

Investigation Committee Report to the Board of Directors
Summary of Decisions
Reporting Period: May 2023 – August 2023



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
<p>Failure to meet the expected standard for professional conduct</p> <p>Failure to meet the ethical standards of the profession</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>The matter was closed as the registrant met all the directions set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the ethical standards of the profession</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 interprofessional collaboration</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 meet the expected standard for the application of critical thinking</p>	<p>The matter was closed as the registrant met all the directions 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 the directions set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to adhere to physician orders</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>Following a review of the matter in its entirety, the Investigation Committee accepted the registrant's voluntary surrender of registration.</p> <p>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 meet the ethical standards of the profession</p> <p>Failure to uphold the duty to provide care</p>	<p>An investigation was ordered.</p>
<p>Failure to demonstrate professional communication</p> <p>Failure to maintain a therapeutic relationship</p> <p>Failure to demonstrate interprofessional collaboration</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment for safe, competent, and compassionate care</p>	<p>The matter was closed as the registrant met all the directions set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the ethical standards of the profession</p> <p>Failure to take accountability and responsibility</p>	<p>The matter was closed as the registrant met all the directions set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the ethical standards of the profession</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 interprofessional collaboration</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>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 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>Following a review of the matter in its entirety, including the registrant's demonstrated track record of compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>
<p>Failure to assess</p> <p>Failure to meet the expected standard for professional conduct</p> <p>Failure to meet the expected standard for the application of critical thinking</p>	<p>Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was adjourned.</p> <p>The Committee will resume its consideration of the matter if the former registrant applies for reinstatement.</p>
<p>Failure to uphold the duty to provide care</p> <p>Failure to adhere to organizational policies</p>	<p>Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was adjourned.</p> <p>The Committee will resume its consideration of the matter if the former registrant applies for reinstatement.</p>
<p>Failure to meet the ethical standards of the profession</p>	<p>An investigation was ordered.</p>
<p>Failure to meet the expected standard for professional conduct</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 meet the expected standards for client-centred nursing care</p> <p>Failure to demonstrate professional communication</p> <p>Failure to demonstrate interprofessional collaboration</p> <p>Failure to demonstrate appropriate time management</p> <p>Failure to apply the nursing process</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 report</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation</p>	<p>Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was adjourned.</p> <p>The Committee will resume its consideration of the matter if the former registrant applies for reinstatement.</p>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation</p> <p>Failure to meet the expected standard for professional conduct</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment relating to the use of restraints</p> <p>Failure to assess</p>	<p>An investigation was ordered.</p> <p>Following a review of the matter in its entirety a condition/restriction was 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>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>Failure to demonstrate interprofessional collaboration</p>	<p>Following a review of the matter in its entirety, and noting the registrant no longer held active practising registration, the matter was adjourned.</p> <p>The Committee will resume its consideration of the matter if the former registrant applies for reinstatement.</p>
<p>Failure to demonstrate professional communication</p> <p>Failure to understand the profession's 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 employer practice reports.</p>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation</p> <p>Failure to demonstrate interprofessional collaboration</p> <p>Failure to demonstrate professional communication</p>	<p>The matter was closed as the registrant met all of the directions 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>The former registrant requested to reinstate their active practicing registration.</p>

Failure to demonstrate the appropriate knowledge, skill, and judgment related to conducting assessments	Following a review of the matter in its entirety, the Committee allowed the former registrant to begin the reinstatement process.
Failure to maintain confidentiality Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation Failure to meet the expected standard for professional conduct Failure to demonstrate professional communication	An investigation was ordered.
Failure to meet the expected standards for client-centred nursing care Failure to maintain confidentiality	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.
Failure to provide for client safety Failure to adhere to organizational policies	Following a review of the matter in its entirety, the Investigation Committee accepted the registrant's voluntary surrender of registration.
Failure to uphold the duty to provide care Failure to demonstrate the appropriate knowledge, skill, and judgment related to medication administration 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 the application of 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, 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. The Committee requested that the Executive Director caution the registrant. A condition/restriction previously applied to the registrant's registration was amended.
Failure to demonstrate interprofessional collaboration Failure to meet the expected standard for professional conduct	The matter was referred to mediation.

<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 medication administration</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to conducting assessments</p> <p>Failure to adhere to organizational policies</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 the registrant an offer of partial resolution that provided for assessments.</p>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation</p> <p>Failure to meet the expected standard for professional conduct</p> <p>Failure to demonstrate professional communication</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to conducting assessments</p> <p>Failure to demonstrate interprofessional collaboration</p> <p>Failure to apply the nursing process</p>	<p>An investigation was ordered.</p>