

Investigation Committee Report to the Board of Directors
Summary of Decisions
Reporting Period: August 2025 - November 2025



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 Investigation 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	Investigation Committee Decisions Made in Reporting Period
<p>Failure to perform nursing assessment(s)</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>Following a review of the matter in its entirety, the Investigation Committee entered into a voluntary undertaking agreement that provided for remedial education and employer practice reports.</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>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to common nursing skills</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration</p> <p>Failure to demonstrate professional communication</p> <p>Failure to meet the expected standard for the application of critical thinking</p> <p>Failure to demonstrate accountability and insight</p> <p>Providing false documentation</p>	<p>Following a review of the matter in its entirety, a previously offered voluntary undertaking agreement was rescinded, and the Committee entered into a new voluntary undertaking agreement that provided for remedial education and employer practice reports.</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 laboratory tests and results</p> <p>Failure to perform nursing assessment(s)</p> <p>Providing false documentation</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 Investigation Committee referred the registrant for an assessment.</p> <p>The Committee found no compelling information or evidence to support the allegations; thus, no further action was required. The matter was closed.</p>
<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration</p> <p>Failure to demonstrate pharmacological knowledge</p> <p>Failure to meet the expected standard for the application of critical thinking</p> <p>Failure to apply the nursing process</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 intravenous therapy</p> <p>Failure to demonstrate accountability and insight</p>	<p>Following a review of the matter in its entirety, including the registrant's demonstrated history of compliance with the terms of a voluntary undertaking agreement and the completion of remedial education, conditions/restrictions were removed 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 demonstrate the appropriate knowledge, skill, and judgment related to documentation</p>	<p>Following a review of the matter in its entirety, the Investigation Committee referred the registrant for an assessment.</p> <p>Conditions/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 meet the expected standard for self-reflection and insight into own fitness to practice</p>	<p>An investigation was ordered.</p>

Failure to demonstrate accountability and insight	
Failure to meet the expected standard for ethical conduct	The registrant was directed to appear before the Investigation Committee.
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 related to documentation Failure to meet the expected standard for ethical conduct Failure to demonstrate accountability and insight	The matter was closed as the registrant met all of the directions set forth by the Investigation Committee at previous meetings.
Failure to perform nursing assessment(s) Failure to document	The matter was closed as the registrant met all of the directions set forth by the Investigation Committee at previous meetings.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice	The former registrant requested to reinstate their active practicing registration. Following a review of the matter in its entirety, the Investigation Committee allowed the former registrant to begin the reinstatement process. The Investigation Committee entered into a voluntary undertaking agreement that provided for remedial education and employer practice reports.
Failure to demonstrate professional communication	An investigation was ordered.
Failure to demonstrate knowledge, skill, and judgment related to wound care Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation Failure to demonstrate the appropriate knowledge, skill, and judgment related to performing common nursing skills Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration	Following a review of the matter in its entirety, the Investigation Committee issued the registrant a letter of warning.

Failure to demonstrate pharmacological knowledge	
Failure to meet the expected standard for ethical conduct Failure to document	Following a review of the matter in its entirety, the Investigation Committee found no compelling information or evidence to support the allegations; thus, no further action was required. The matter was closed.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice Failure to uphold the duty to provide care Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration	The former registrant requested to reinstate their active practicing registration. Following a review of the matter in its entirety, the Investigation Committee allowed the former registrant to begin the reinstatement process. The Investigation Committee entered into a voluntary undertaking agreement that provided for employer practice reports.
Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration Providing false documentation Failure to demonstrate accountability	The registrant was directed to appear before the Investigation Committee. Following a review of the matter in its entirety, the Investigation Committee entered into a voluntary undertaking agreement that provided for remedial education and employer practice reports. The registrant was directed to pay costs associated with the investigation of the matter.
Failure to perform nursing assessment(s) Failure to appropriately intervene Failure to meet the expected standard for the application of critical thinking	The matter was closed as the registrant met all of the directions set forth by the Investigation Committee at previous meetings.
Failure to perform nursing assessment(s) Failure to meet the expected standard for reporting	An investigation was ordered.
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 related to conducting assessments	The registrant was directed to appear before the Investigation Committee.

<p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to asepsis</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to performing common nursing skills</p> <p>Failure to demonstrate appropriate organization, prioritization, and time management</p> <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 the application of critical thinking</p> <p>Failure to meet the expected standard for professionalism</p> <p>Failure to maintain therapeutic relationships</p>	<p>Following a review of the matter in its entirety, the Investigation Committee entered into a voluntary undertaking agreement that provided for employer practice reports.</p>
<p>Failure to meet the expected standard for the application of critical thinking</p> <p>Failure to demonstrate appropriate nursing knowledge</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation</p> <p>Failure to escalate client care and appropriately intervene when client safety was compromised</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 professional communication</p> <p>Failure to perform nursing assessment(s)</p>	<p>An investigation was ordered.</p>