

Investigation Committee Report to the Board of Directors
Summary of Decisions
Reporting Period: May 2024 – August 2024



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 |
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| Failure to meet the ethical standards of the profession | 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 professional conduct Failure to adhere to organizational policies | An investigation was ordered. |
| Failure to demonstrate professional communication Failure to understand the profession’s scope of practice | 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, conditions/restrictions were removed from the registrant’s registration. 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 Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation | The matter was closed as the registrant met all of the directions set forth by the Investigation Committee at previous meetings. |
| 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 Committee resolved to offer the complainant and the registrant the opportunity to use mediation to resolve the matter. |
| Failure to meet the expected standard for self-reflection and insight into own fitness to practice Failure to demonstrate the appropriate knowledge, | The former registrant requested to reinstate their active practicing registration. |

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| <p>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 former registrant for an assessment.</p> <p>The former 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 conducting assessments</p> <p>Failure to adhere to client care plans</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to end-of-life care</p> <p>Failure to adhere to the principles of infection control</p> <p>Failure to demonstrate the appropriate knowledge related to laboratory tests and results</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 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 adhere to the principles of infection control</p> <p>Failure to demonstrate the appropriate knowledge related to laboratory tests and results</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>Failure to demonstrate the appropriate knowledge, skill, and judgment related to documentation</p> | <p>An investigation was ordered.</p> <p>Following a review of the matter in its entirety, the Investigation Committee referred the registrant for an assessment.</p> <p>The registrant was directed to appear before the Committee.</p> <p>Following a review of the matter in its entirety, the Investigation Committee accepted the registrant's voluntary surrender of registration.</p> |

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| <p>Failure to demonstrate the appropriate knowledge, skill, and judgment related to conducting assessments</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 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 professional conduct</p> <p>Failure to demonstrate the appropriate knowledge, skill, and judgment relating to caring for clients with dementia</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 ethical standards of the profession</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 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 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 conducting assessments</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>Demonstrating a pattern of absenteeism that has impacted client care</p> | <p>The former registrant requested to reinstate their active practicing registration.</p> <p>Following a review of the matter in its entirety, the Investigation Committee allowed the former registrant to begin the reinstatement process.</p> <p>The Committee made the former registrant an offer of resolution that provided for remedial education.</p> <p>The former registrant was directed to pay costs associated with the investigation of the matter.</p> |

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| <p>Failure to maintain confidentiality</p> <p>Failure to meet the expected standard for professional conduct</p> | <p>An investigation was ordered.</p> |
| <p>Failure to meet the expected standard for self-reflection and insight into own fitness to 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 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 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 adhere to organizational policies</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 meet the expected standard for self-reflection and insight into own fitness to 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 found no compelling information or evidence to support the allegations; thus, no further action was required. The matter was closed.</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 issued the registrant a letter of warning.</p> <p>The registrant was directed to appear before the Committee.</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 demonstrate interprofessional collaboration</p> | <p>Following a review of the matter in its entirety, the Investigation Committee referred the registrant for an assessment.</p> <p>As 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>Failure to meet the expected standard for</p> | <p>An investigation was ordered.</p> |

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| professional conduct | |
| Failure to maintain confidentiality | <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> |
| Failure to meet the expected standard for professional conduct | An investigation was ordered. |
| <p>Failure to maintain a therapeutic relationship and professional boundaries</p> <p>Failure to meet the ethical standards of the profession</p> <p>Failure to meet the expected standard for professional conduct</p> | <p>Following a review of the matter in its entirety, the Investigation Committee accepted the registrant's voluntary surrender of registration.</p> <p>As 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 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 meet the ethical standards of the profession</p> | <p>Following a review of the matter in its entirety, 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 demonstrate the appropriate knowledge, skill, and judgment related to conducting assessments</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 relating to intravenous therapy</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> |

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| Failure to adhere to organizational policies | |
| Failure to meet the expected standard for self-reflection and insight into own fitness to practice | As the registrant no longer held active practising registration, the matter was temporarily adjourned. |
| Failure to demonstrate the appropriate knowledge, skill, and judgment related to the principles of safe medication administration | The Committee will resume its consideration of the matter if the former registrant applies for reinstatement. |
| 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 | |
| Failure to meet the expected standard for the application of critical thinking | The former registrant requested to reinstate their active practicing registration. |
| Failure to meet the expected standard for professional conduct | Following a review of the matter in its entirety, the Investigation Committee allowed the former registrant to begin the reinstatement process. |
| Failure to meet the ethical standards of the profession | The Committee entered into a voluntary undertaking agreement that provided for remedial education and employer practice reports. |
| Failure to adhere to organizational policies | |
| Failure to meet the expected standard for professional conduct | Following a review of the matter in its entirety, the Committee made the registrant an offer of resolution that provided for remedial education. |
| Failure to demonstrate leadership | The registrant was directed to pay costs associated with the investigation of the matter. |
| Failure to maintain a therapeutic relationship | An investigation was ordered. |
| Failure to maintain a therapeutic relationship and professional boundaries | Following a review of the matter in its entirety, the Investigation Committee accepted the registrant's voluntary surrender of registration. |
| Failure to meet the ethical standards of the profession | As the registrant no longer held active practising registration, the matter was temporarily adjourned. |
| Failure to meet the expected standard for professional conduct | |
| Failure to adhere to organizational policies | |
| Failure to meet the ethical standards of the | The matter was closed as the registrant met all of |

profession

the directions set forth by the Investigation Committee at previous meetings.