College of Licensed Practical Nurses of Manitoba

Board Highlights – December 15, 2025

The Territorial Acknowledgment was read.

There were no conflicts of interest declared.

Investigation Committee Report

The Board reviewed and accepted the committee report.

Discipline Committee Report

The Board reviewed and accepted the committee report.

Education Approval Committee

The Board reviewed recommendations submitted by the Education Approval Committee and approved the recommendations.

President's Report

The Board reviewed and accepted the President's report.

Governance Committee Report

P. Dupuis, BDO, joined the meeting to review the audit planning report, as well as the audit timeline.

The Board reviewed the September 30, 2025, financial statements, and investment portfolio report, and accepted both as presented.

The Board approved the drafted terms of reference for the Financial Auditor & Investment Advisor Selection Sub-Committee and tasked the group with developing the process for the selection of a financial advisor, and appointed H. Winters, Public Representative and R. Molino LPN to the Sub-Committee.

The Board approved the request for proposals for financial auditing services.

The Board reviewed and approved revisions to the following policies:

- DF-01 Policy Management
- DF-03 Record Retention and Destruction
- ES-05 Strategic Ends
- HR-08 Employee Grievances
- BG-16 Executive Director Succession, Recruitment, Selection, and Transition

The Board rescinded policy ES-01 Mandate.

The Board appointed Judie Holliday, Public Representative to the EAC for a two-year term.

B. Babb, CLPNM Business Manager, presented the 2026 draft budget. It was noted that a balanced budget was being presented. The Board approved the budget as presented.

The three-year capital plan was presented, discussed, and approved as presented.

The 2026 fee schedule was approved.

Executive Director's Report

The Board reviewed changes to the By-Laws. The proposed changes include use of gender-inclusive language, terms of office for Board members, and the distribution of public and LPN Board members. The Board approved the changes to take effect April 2026 subject to registrants being given the opportunity to review and comment, and the Board's consideration of those comments at its April meeting.

The Board approved changes to the Practice Direction on Pronouncing Death & Viewing the Body.

The Board reviewed and approved revisions to the following policies:

- G-01 Confidentiality
- G-02 Conflict of Interest
- A new policy entitled "Use of Artificial Intelligence (AI)"

The Board accepted the significant risk report as presented.