

Investigation Committee Report to the Board of Directors
Summary of Decisions
Reporting Period: November 2019 – February 2020



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 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 demonstrate the appropriate knowledge, skill and judgment related to wound care.</p> <p>Failure to demonstrate critical thinking.</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>An investigation was ordered.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Upon reviewing the matter in its entirety, the individual (a former registrant) was offered a multi-year voluntary undertaking agreement, which would take effect upon reinstatement, and which would provide for ongoing monitoring.</p> <p>The Committee determined that conditions/restrictions would be applied to the individual's registration upon return to practice.</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>As the individual no longer held registration, and the investigation was complete, the matter was adjourned and will resume should the former registrant request to return to nursing practice.</p>
<p>Failure to assess.</p> <p>Failure to establish a therapeutic relationship.</p>	<p>The registrant was directed to appear before the Committee.</p>

<p>Failure to demonstrate professional communication.</p>	<p>The registrant's registration was interim suspended.</p> <p>The Committee made an offer of partial resolution, which 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 assess.</p>	<p>Following a review of the matter in its entirety, the Committee made an offer of resolution, which 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 honesty and integrity.</p> <p>Failure to demonstrate leadership abilities.</p> <p>Failure to demonstrate professional communication.</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 an offer of resolution, which 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 meet expected standard for professional conduct and leadership.</p> <p>Failure to meet the expected standards regarding duty to report.</p> <p>Failure to practice within the legislated scope of practice.</p>	<p>The matter was closed as the registrant met all of the direction 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>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 made an offer of resolution, which 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 meet the expected standards for the application of nursing knowledge, skills and judgement.</p> <p>Failure to meet expected standard for professional conduct.</p>	<p>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</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 registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>

<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation</p> <p>Failure to demonstrate honesty and integrity.</p>	
<p>Failure to demonstrate professional communication.</p> <p>Failure to meet the expected standard for professional conduct.</p>	<p>An investigation was ordered.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to assessments.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to demonstrate critical thinking.</p> <p>Failure to demonstrate leadership abilities.</p>	<p>An investigation was ordered.</p> <p>The registrant was directed to appear before the Committee.</p> <p>The registrant's registration was interim suspended.</p> <p>The Committee made an offer of partial resolution which 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>The registrant was sent a letter of caution due to a breach of a previously offered offer of resolution agreement.</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 demonstrate honesty and integrity.</p>	<p>The registrant was sent a letter of caution due to a breach of a previously offered voluntary undertaking agreement.</p>
<p>Failure to assess.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to maintaining/attaining adequate pain control.</p> <p>Failure to follow physicians' orders.</p>	<p>The registrant was sent a letter of caution due to a breach of a previously offered offer of resolution agreement.</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 demonstrate the appropriate knowledge, skill and judgment related physical health assessments.</p> <p>Failure to demonstrate critical thinking.</p>	<p>The registrant no longer held active practicing registration, and the investigation was complete. The matter was adjourned until such a time that the registrant requests to return to nursing 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 made an offer of resolution, which 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>Upon reviewing the matter in its entirety, the individual (a former registrant) was offered a multi-year voluntary undertaking agreement, which would take effect upon reinstatement, and which would provide for ongoing monitoring.</p> <p>The Committee determined that conditions/restrictions would be applied to the individual's registration upon return to practice.</p> <p>The former registrant was directed to pay costs associated with the investigation of the matter.</p>
<p>Failure to meet the expected standard for the application of nursing knowledge, skills and judgement related to medication administration.</p> <p>Failure to meet the expected standard for professional conduct.</p>	<p>The registrant no longer held active practicing registration, and the investigation was complete. The matter was adjourned until such a time that the registrant requests to return to nursing practice.</p>
<p>Failure to assess.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to demonstrate critical thinking.</p> <p>Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standard for nursing conduct.</p>	<p>The registrant was sent a letter of caution due to a breach of a previously offered voluntary undertaking agreement.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to medication administration.</p> <p>Failure to meet the expected standards for the application of knowledge, skills and judgement related to physical health assessments.</p>	<p>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>
<p>Failure to meet the ethical standards of the profession.</p> <p>Failure to meet the expected standard for nursing conduct, leadership and interprofessional practice.</p>	<p>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>

<p>Failure to meet the expected standard for self-reflection and insight into own competence and impacts on practice.</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgement.</p> <p>Failure to meet the expected standards regarding duty to report.</p> <p>Failure to practice within the legislated scope of practice.</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 standards for the application of knowledge, skills and judgement related to documentation.</p> <p>Failure to meet expected standard for professional conduct and leadership.</p>	<p>The registrant no longer held active practicing registration, and the investigation was complete. The matter was adjourned until such a time that the registrant requests to return to nursing practice.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own competence and impacts on practice.</p> <p>Failure to meet the ethical standards of the profession.</p> <p>Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standard for nursing conduct, leadership and interprofessional practice.</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 the application of critical thinking and nursing knowledge, skills and judgement.</p> <p>Failure to practice within the legislated scope of practice.</p>	<p>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</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 registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to medication administration.</p>	<p>The matter was adjourned until such a time that the registrant requests to return to nursing practice.</p>

<p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgement.</p> <p>Failure to meet expected standard for professional conduct.</p>	<p>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were removed.</p> <p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the expected standard for professional communication.</p> <p>Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standards for the application of knowledge, skills and judgement related to performing nursing assessments.</p>	<p>The registrant no longer held active practicing registration, and the investigation was complete. The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to meet the expected standard for professional communication.</p> <p>Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standards for the application of knowledge, skills and judgement related to performing nursing assessments.</p>	<p>The registrant no longer held active practicing registration, and the investigation was complete. The matter was adjourned until such a time that the registrant requests to return to nursing practice.</p>
<p>Failure to meet expected standard for professional conduct.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to assess a client.</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgement.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to assess.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to maintaining/attaining adequate pain control.</p> <p>Failure to follow physicians' orders.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>
<p>Failure to assess.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to maintaining/attaining adequate pain control.</p> <p>Failure to follow physicians' orders.</p>	<p>The matter was closed as the registrant met all of the direction set forth by the Investigation Committee at previous meetings.</p>