

Investigation Committee Report to the Board of Directors
Summary of Decisions
Reporting Period: November 17, 2017 – March 5, 2018



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. 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 During Reporting Period
Failure to meet the expected standards for the application of nursing knowledge, skills and judgment. Failure to meet the expected standard for professional conduct and leadership.	Conditions/restrictions applied to the registrant's registration. An investigation was ordered.
Failure to meet the expected standards for the application of nursing knowledge, skills and judgment. Failure to meet expected standard for professional conduct and leadership. Failure to meet the expected standards for client-centred nursing care.	Conditions/restrictions applied to the registrant's registration. An investigation was ordered.
Failure to meet the expected standards for the application of nursing knowledge, skills and judgment. Failure to meet expected standard for professional conduct.	A practice audit was ordered.
Failure to meet the expected standards for the application of nursing knowledge, skills and judgment. Failure to meet expected standard for professional conduct.	An investigation was ordered.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice. Failure to meet the expected standards for the application of nursing knowledge, skills and judgment.	Conditions/restrictions applied to the registrant's registration. An investigation was ordered.
Failure to meet the expected standards for the application of critical thinking and nursing knowledge, skills and judgment. Failure to meet the expected standard for professional communication.	An investigation was ordered.
Failure to meet the expected standard for professional communication. Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.	Conditions/restrictions applied to the registrant's registration. An investigation was ordered.

Failure to meet the expected standards for client-centred nursing care	Conditions/restrictions applied to the registrant's registration. An investigation was ordered.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice.	Conditions/restrictions applied to the registrant's registration. Offered a multi-year voluntary undertaking agreement, which included ongoing monitoring of the registrant's fitness to practice and employer practice reports.
Failure to meet the expected standards regarding duty to report.	The registrant was directed to complete remedial education.
Failure to meet expected standard for professional conduct and leadership. Failure to meet the expected standards in the application of nursing knowledge, skills and judgment.	The registrant was directed to complete remedial education.
Failure to meet the expected standards in the application of nursing knowledge, skills and judgment. Failure to meet the expected standards for client centred nursing care.	Offered a one-year voluntary undertaking agreement, which provided for remedial education and employer practice reports. The registrant was directed to pay costs associated with the investigation of the matter.
Failure to meet the expected standards for the application of nursing knowledge, skills and judgment.	Offered a multi-year voluntary undertaking agreement, which provided for remedial education and employer practice reports. The registrant was directed to pay costs associated with the investigation of the matter.
Failure to meet the expected standard for professional communication. Failure to meet expected standard for professional conduct and leadership.	An investigation was ordered.
Failure to meet the expected standards for the application of nursing knowledge, skills and judgment.	The matter was closed and the Committee determined no further action was required.
Failure to meet expected standard for professional conduct. Failure to meet the expected standards for the application of nursing knowledge, skills and judgment.	Change in conditions/restrictions applied to the registrant's registration. Offered a multi-year voluntary undertaking agreement, which provided for remedial education, ongoing monitoring and employer practice reports. The registrant was directed to pay costs associated with the investigation of the matter.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice	Change in conditions/restrictions applied to the registrant's registration. Offered a multi-year voluntary undertaking agreement, which provides for remedial education, ongoing monitoring and employer practice reports. The registrant was directed to pay costs associated with the investigation of the matter.

<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>Revision to a previously offered multi- year voluntary undertaking agreement.</p>
<p>Failure to present a positive image of nursing to colleagues.</p>	<p>Offered a multi-year voluntary undertaking agreement, which provides 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 standard for professional communication.</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 standards for client centred nursing care.</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 standards in the application of nursing knowledge, skills and judgment.</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 maintain professional boundaries.</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 self-reflection and insight into own fitness to practice.</p>	<p>Revision to a previously offered multi- year voluntary undertaking agreement.</p>
<p>Failing to document.</p> <p>Failure to follow facility policy.</p> <p>Failure to follow the 5 rights of 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 self-reflection and insight into own fitness to practice.</p> <p>Failure to meet the expected standards for the application of nursing knowledge, skills and judgment.</p>	<p>Registrant does not hold active practicing registration. The registrant was directed to undergo a fitness to practice assessment through a third party. If the fitness to practice assessment is deemed as satisfactory the registrant may begin the reinstatement process.</p>
<p>Failure to meet the expected standards for the application of nursing knowledge, skills and judgment.</p>	<p>Registrant does not hold current active practicing registration. The registrant was directed to undergo a fitness to practice assessment through a third party. If the fitness to practice assessment is deemed as satisfactory the registrant may begin the reinstatement process.</p>
<p>Failure to meet the expected standard for the application of knowledge, skills and judgment.</p>	<p>Conditions/restrictions 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 meet the expected standards for the application of nursing knowledge, skills and</p>	<p>Registrant does not hold current active practicing registration.</p> <p>The registrant was directed to appear at the next Investigation Committee meeting.</p>

<p>judgment. Failure to meet the expected standard for nursing conduct, leadership and interprofessional practice.</p>	<p>The registrant was directed to be interviewed by the investigator prior to the next Investigation Committee meeting.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>The registrant was directed to appear at the Investigation Committee meeting.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>The matter was closed as the registrant satisfactorily met all of the requirements and directions of a multi-year voluntary undertaking agreement. Conditions/restrictions were removed from the registrant's registration.</p>