

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



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.

<b>Subject of Complaint</b>	<b>Committee Decisions Made in Reporting Period</b>
Failure to demonstrate honesty and integrity.	No further action was directed after investigation into the matter. The matter was closed.
Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.	<p>Upon reviewing 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 assess.</p> <p>Failure to establish a therapeutic relationship.</p> <p>Failure to demonstrate professional communication.</p>	<p>The registrant was referred for further 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 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 was directed to appear before the Committee.</p> <p>The registrant was referred for further assessment.</p> <p>The registrant's registration was interim suspended.</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. Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standard for nursing conduct.</p>	<p>Upon reviewing the matter in its entirety, the registrant was offered a multi-year voluntary undertaking agreement, 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>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 demonstrate the appropriate knowledge, skill and judgment related to documentation.</p> <p>Failure to demonstrate honesty and integrity.</p> <p>Failure to demonstrate leadership abilities.</p>	<p>Upon reviewing the matter in its entirety, the registrant was offered a multi-year voluntary undertaking agreement, 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 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 maintain confidentiality.</p> <p>Failure to meet the expected standard for professional communication.</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 present a positive image of nursing.</p> <p>Failure to meet the expected standards for client centred nursing care.</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.</p>	<p>The registrant was sent a letter of warning due to a breach of a voluntary undertaking 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>The registrant was referred for further assessment.</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>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were reviewed and removed.</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 the application of nursing knowledge, skills and judgement related to performing nursing assessments.</p> <p>Failure to meet the expected standard for professional conduct.</p>	<p>The registrant no longer held active practising registration, and the investigation was complete. The matter was adjourned and will resume if the registrant applies to return to nursing practice.</p>
<p>Failure to demonstrate the appropriate knowledge, skill and judgment related to assessing and planning care for a client.</p> <p>Failure to meet the expected standard for interprofessional collaboration.</p>	<p>The matter was closed as the registrant met all 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 the application of critical thinking.</p> <p>Failure to meet the expected standard for self-reflection and insight into own competence.</p>	<p>The Investigation Committee accepted the registrant's voluntarily surrender of registration.</p> <p>As the investigation was complete and the registrant no longer held active practising registration, the matter was adjourned and will resume if 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>Following a review of the registrant's compliance with the terms of an agreement, conditions/restrictions previously applied to the registrant's registration were reviewed and 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 reviewed and removed.</p>
<p>Failure to meet the expected standards for client centred nursing care</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 reviewed and removed.</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>Following a review of the registrant's compliance with the terms of an agreement, the Committee made an offer of resolution which provided for further assessment.</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 the application of nursing knowledge, skills and judgement related to assessments.</p>	<p>Following a review of the registrant's compliance with the terms of an agreement, the Committee made an offer or resolution which provided for further assessment.</p>
<p>Failure to assess.</p>	<p>As the registrant no longer held active practising registration, and the investigation was complete, the matter was adjourned and will resume if the registrant applies to return to nursing practice.</p>
<p>Failure to meet the expected standard for professional conduct.</p>	<p>As the registrant no longer held active practising registration, and the investigation was complete, the matter was adjourned and will resume if the registrant applies to return to nursing practice.</p>
<p>Failure to meet the expected standards for professional conduct.</p>	<p>The matter was closed as the registrant met all the direction set forth by the Investigation Committee at previous meetings.</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 and leadership.</p> <p>Failure to meet the expected standards for client centred nursing care.</p>	<p>The matter was closed as the registrant met all 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 assess.</p>	<p>An investigation was ordered.</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>An investigation was ordered.</p>
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	Condition/restriction were applied to the registrant's registration.
Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.	An investigation was ordered.  The registrant was referred for further assessment.
Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.	Conditions/restrictions were applied to the registrant's registration.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice.	