

**Investigation Committee Report to the Board of Directors
 Summary of Decisions
 Reporting Period: November 2, 2018 – March 20, 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. 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
Failure to maintain confidentiality. Failure to meet the expected standard for professional communication.	An investigation was ordered and is ongoing.
Failure to demonstrate the appropriate knowledge, skill and judgment when caring for clients with dementia. Failure to meet the expected standards for client centred nursing care. Failure to meet the expected standard for nursing conduct.	An investigation was ordered and is ongoing.
Failure to meet the expected standard for professional communication. Failure to present a positive image of nursing. Failure to meet the expected standards for client centred nursing care. Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.	An investigation was ordered. The Committee 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 demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration. Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation.	An investigation was ordered and is ongoing.
Failure to meet the expected standard for professional communication. Failure to meet the expected standards for client centred nursing care.	An investigation was ordered and complete. The Committee made an offer of resolution which provided for remedial education. The registrant was directed to pay costs associated with the investigation of the matter.

Failure to meet the expected standards for the application of knowledge, skills and judgment related to performing nursing assessments.	
Failure to demonstrate the appropriate knowledge, skill and judgment related to assessing and planning care for a client. Failure to meet the expected standard for interprofessional collaboration.	An investigation was ordered and is ongoing.
Failure to assess a client. Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.	An investigation was ordered and is ongoing.
Failure to meet expected standard for professional conduct.	An investigation was ordered and is ongoing.
Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration. Failure to demonstrate the appropriate knowledge, skill and judgment related to documentation. Failure to meet the expected standard for the application of critical thinking. Failure to meet the expected standard for self-reflection and insight into own competence.	An investigation was ordered and complete. The registrant was referred for a CLPNM fitness to practice assessment.
Failure to meet expected standard for professional conduct.	An investigation was ordered and complete. The Committee made an offer of resolution which provided for remedial education and a reflective journal. 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 the expected standard for client centred nursing care. Failure to meet the expected standard for the application of knowledge, skills and judgment related to performing nursing assessments.	An investigation was ordered and complete. The Committee made an offer of resolution which provided for remedial education. The registrant was directed to pay costs associated with the investigation of the matter.
Failure to meet the expected standard for the application of knowledge, skills and judgment related to performing nursing assessments. Failure to meet the expected standard for the application of knowledge, skills and judgment related to documentation.	The Committee offered a multi-year voluntary undertaking agreement, which provided for remedial education, employer practice reports and a reflective paper. The registrant was directed to pay costs associated with the investigation of the matter.

Failure to meet the expected standard for professional conduct.	
Failure to meet the expected standard for professional conduct.	<p>The Committee 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>
Failure to meet the expected standard for professional conduct.	<p>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 the application of knowledge, skills and judgment related to performing nursing assessments.</p> <p>Failure to meet the expected standard for the application of knowledge, skills and judgment related to documentation.</p>	<p>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 the application of knowledge, skills and judgment related to performing nursing assessments.</p> <p>Failure to meet the expected standard for the application of knowledge, skills and judgment related to documentation.</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 standard for nursing conduct, leadership and interprofessional practice.</p> <p>Failure to meet the expected standard for professional communication.</p>	<p>The Investigation Committee amended a clause in the registrant's previously offered voluntary undertaking agreement.</p> <p>The registrant was directed to appear before the Investigation Committee.</p> <p>The Investigation Committee amended the previously offered multi-year voluntary undertaking agreement, to include remedial education, a reflective paper and employer practice reports.</p> <p>The registrant was directed to pay costs associated with the investigation of the matter.</p>
Failure to demonstrate the appropriate knowledge, skill and judgment related to medication administration.	<p>The registrant was sent a letter of caution due to a breach of a previously offered voluntary undertaking agreement.</p> <p>The Committee made an offer of resolution which provided for remedial education.</p>
Failure to meet the expected standard for the application of knowledge, skills and judgment related to performing nursing assessments.	<p>The registrant was sent a letter of caution due to a breach of a previously offered voluntary undertaking agreement.</p>

<p>Failure to meet the expected standard for the application of knowledge, skills and judgment related to documentation.</p> <p>Failure to meet expected standard for professional conduct and leadership.</p>	<p>The registrant was directed to attend a clinical competency assessment.</p>
<p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to meet the expected standard for the application of nursing knowledge, skills and judgment.</p>	<p>The matter was adjourned until the registrant requests to return to nursing 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 standard for the application of knowledge, skills and judgment related to documentation.</p> <p>Failure to meet expected standard for professional conduct and leadership.</p>	<p>A previously offered multi-year voluntary undertaking agreement was rescinded and the registrant was directed to attend a clinical competency assessment before any further decisions were made.</p> <p>Conditions/restrictions were applied to the registrant's registration.</p>
<p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.</p> <p>Failure to meet the expected standard for professional communication.</p>	<p>The matter was adjourned until the registrant requests to return to nursing practice.</p>
<p>Failure to meet the expected standard for professional communication.</p> <p>Failure to meet the expected standard for the application of critical thinking and nursing knowledge, skills and judgment.</p>	<p>Conditions/restrictions applied to the registrant's registration.</p> <p>The matter was adjourned until the registrant requests to return to nursing practice.</p>
<p>Failure to meet the expected standard in the application of nursing knowledge, skills and judgment.</p> <p>Failure to meet the expected standard for client centred nursing care.</p>	<p>Conditions/restrictions were removed from the registrant's registration as the registrant met all direction set forth by the Investigation Committee.</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 standard for the application of knowledge, skills and judgment related to performing nursing assessments.</p> <p>Failure to meet the expected standard for the application of knowledge, skills and judgment related to documentation.</p>	<p>Conditions/restrictions were removed from the registrant's registration as all remedial education set for the by the Committee was successfully completed.</p>
<p>Failure to meet the expected standard for professional communication.</p>	<p>The matter was closed as the registrant met all the direction set forth by the Investigation Committee at previous meetings.</p>

Failure to meet expected standard for professional conduct and leadership.	
Failure to present a positive image of nursing. Breach of voluntary undertaking agreement. Professional misconduct while in a voluntary undertaking agreement.	The Investigation Committee upheld the interim suspension. The matter was referred to Discipline.
Failure to meet the expected standard for self-reflection and insight into own fitness to practice.	The Committee made an offer of partial resolution which provided for a fitness to practice assessment and laboratory testing. 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. Failure to meet the expected standard for the application of knowledge, skills and judgment related to documentation.	The matter was adjourned until the registrant requests to return to nursing practice.
Failure to meet expected standard for professional conduct. Failure to meet the expected standard for client centred nursing care.	The Committee made an offer of partial resolution which provided for a fitness to practice assessment. The Committee made an offer of partial resolution which provided for laboratory testing. The former registrant was directed to appear before the Investigation Committee.
Failure to meet the expected standard regarding duty to report. Failure to meet expected standard for professional conduct and leadership.	Conditions/restrictions were removed from the registrant's registration as the registrant met all direction set forth by the Investigation Committee. The matter was closed as the registrant met all the direction set forth by the Investigation Committee at previous meetings.
Failure to meet the expected standard for the application of knowledge, skills and judgment related to performing nursing assessments. Failure to meet the expected standard for interprofessional collaboration.	The Committee made an offer of partial resolution which provided for remedial education.
Failure to meet the expected standard for the application of knowledge, skills and judgment related to performing nursing assessments. Failure to demonstrate the appropriate knowledge, skill and judgment related to the principles of safe medication administration.	The matter was closed as the registrant met all the direction set forth by the Investigation Committee at previous meetings.

<p>Failure to meet the expected standard for the application of knowledge, skills and judgment related to performing nursing assessments.</p> <p>Failure to demonstrate the appropriate knowledge, skill and judgment related to asepsis.</p>	<p>An investigation was ordered.</p> <p>The Committee made an offer of resolution which provided for remedial education and a verification of hours worked.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness to practice.</p>	<p>Conditions/restrictions on the registrant's registration were amended upon reviewing the CLPNM fitness to practice assessment findings and employer practice reports.</p>
<p>Failure to meet the expected standard for self-reflection and insight into own fitness 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 meet the expected standard for professional conduct.</p>	<p>The former registrant was directed to undergo a fitness to practice assessment.</p> <p>The former registrant was directed to provide a verification of hours for all previous nursing employers.</p> <p>The former registrant was directed to undergo a clinical competency assessment.</p> <p>The former registrant was directed to contact the Executive Director to arrange for payment of outstanding costs.</p> <p>The former registrant was directed to undergo laboratory testing.</p>
<p>Failure to meet the expected standard for professional conduct.</p> <p>Failure to meet the expected standard for professional communication.</p>	<p>The Committee made an offer of partial resolution which provided for remedial education.</p> <p>The former registrant was directed to pay costs associated with the investigation of the matter.</p>