

## **Decisions of the Registrar and/or the Complaints Authorization Committee (CAC)**

**April 1, 2020 – March 31, 2021**

On March 17, 2021, the CLPNNL Registrar resolved an allegation against an LPN. The Complainant was the LPN's employer. The allegation related to a breach of professional boundaries in relation to a patient (there was no allegation of abuse or other actual harm to the patient). The LPN had been under the care of a health professional for treatment of a health issue and COVID-19 interfered with their ability to continue treatment. The LPN felt that these circumstances contributed to poor decision making. The LPN's return to practice is subject to CLPNNL receiving confirmation from a health care provider that the LPN is safe to return to nursing practice and continues to receive treatment and counseling. The LPN is also required to take part in self-reflection follow-up with the CLPNNL Regulatory Officer for monitoring for a period of no less than 18 months. Additionally, the LPN is required to complete remedial education targeting professional accountability, jurisprudence in nursing practice, the CLPNNL Standards of Practice and Code of Ethics as well as the importance of the nurse-client boundary. The LPN is required to meet with the CLPNNL Practice Consultant to discuss and reflect on learnings gained about the legal and professional implications of nurses maintaining fitness to practice in the interest of public safety and the importance of upholding the integrity of the nursing profession.

On February 27, 2021, the CLPNNL Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to the LPN exhibiting behaviour in the workplace that raised concerns about their professional practice. Following an investigation into the matter, the CAC found there were no reasonable grounds to believe that the actions of the LPN demonstrated they had engaged in conduct deserving sanction.

On January 14, 2021, the CLPNNL Registrar resolved an allegation against a LPN. The allegation was filed by the CLPNNL Registrar as outlined in the Licensed Practical Nurses Act (2005) Section 15 (2). The LPN practiced without having completed their annual license renewal requirements and thereby failed to maintain liability protection in accordance with the Licensed Practical Nurses Act (2005). The LPN is required to pay a \$1000.00 fine as well as complete remedial education targeting professional accountability and jurisprudence in nursing practice. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics, accountability and the importance of upholding annual registration requirements.

On January 11, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The allegation related to issues with medication administration. There was no allegation of any harm to clients due to the incidents. The LPN was required to complete remedial education targeting documentation, professional accountability, jurisprudence in nursing practice and the CLPNNL Standards of Practice and Code of Ethics. The LPN is required to meet with the CLPNNL Practice Consultant to discuss insight gained from the remedial education, professionalism and self-regulation as well as to review the CLPNNL/CRNLL Medication Management Document.

On December 9th, 2020, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to inaccurate documentation on a client who left a healthcare facility without notifying the staff. The inaccurate documentation related to the client's location and the care provided. The allegation was referred to the Complaints Authorization Committee (CAC) and an investigation was ordered. The CAC reviewed the results of the investigation and made the decision to refer the allegation back to the Registrar for Alternative Dispute Resolution (ADR). There was no allegation of harm to the client due to the incident and the client's family was aware of the situation. The LPN was required to complete remedial education targeting documentation, professional accountability and jurisprudence in nursing. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics, Accountability, as well as the best practices in nursing documentation. Finally, the LPN is required to submit an essay reflecting on the insight gained from the education provided and the importance of professional accountability to one's nursing practice.

On November 12, 2020 the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN exhibiting signs of extreme tiredness, as well as episodes of distraction and confusion during a shift. Through the investigation it was identified that the LPN had a change in their regular medication regime by a medical provider and the night before the shift in question, the LPN had not slept. The LPN admitted the behaviour had been the result of the new medication coupled with exhaustion and that as a professional this was a breach of Code of Ethics Principle 5.5: Inform the appropriate authority in the event of becoming unable to practise safely, competently and/or ethically. There was no allegation of any harm to a client due to the unusual behaviour. The LPN is required to complete remedial education targeting professional accountability, jurisprudence, standards of practice and ethics. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss the CLPNNL Standard of Practice and Code of Ethics and well as to review the CLPNNL Accountability Interpretive document. The LPN is also required to submit to the Registrar an essay

reflecting on the responsibility of an LPN to report any circumstance that has the potential to impede professional, ethical or legal practice.

On November 9, 2020, the CLPNNL Registrar resolved an allegation against an LPN. The allegation was filed by the CLPNNL Registrar as outlined in the Licensed Practical Nurses Act (2005) Section 15 (2). The LPN practiced without having completed their annual license renewal requirements and thereby failed to maintain liability protection in accordance with the Licensed Practical Nurses Act (2005). The LPN is required to pay a \$1000.00 fine as well as complete remedial education targeting professional accountability and jurisprudence in nursing practice. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics, accountability and the importance of upholding annual registration requirements.

On October 25, 2020, the CLPNNL Registrar resolved an allegation against an LPN. The LPN contacted the CLPNNL Registrar to self-report that they had diverted specific medications from the employer because they suffer from a substance abuse disorder. The employer reported the incident to CLPNNL and acted as Complainant in the resolution of the allegation. The LPN's return to nursing practice was subject to CLPNNL receiving medical confirmation that the LPN is fit to practice nursing and that they are receiving treatment for their substance abuse disorder. The LPN is required to undergo specified monitoring upon return to practice and to complete remedial education targeting jurisprudence and professional standards. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss and reflect on learnings gained about the legal and professional implications of nurses maintaining fitness to practice in the interest of public safety.

On September 28, 2020, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues with medication administration. In a letter of response to the CLPNNL Registrar, the LPN admitted to having a substance abuse disorder. There was no allegation of any harm to clients due to the incidents. The LPN is required to provide CLPNNL with a medical report confirming fitness to practice as well as agree to be monitored by the employer for a period of no less than 18 months. Additionally, the LPN was required to complete remedial education targeting professional accountability; jurisprudence in nursing practice; and the CLPNNL Standards of Practice and Code of Ethics. The LPN is required to meet with the CLPNNL Practice Consultant to discuss insight gained from the remedial education, professionalism, and self-regulation.

On September 17, 2020, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation was referred to the Complaints Authorization Committee (CAC) and an investigation was ordered. Following a review of the investigation findings, the CAC referred the allegation back to the CLPNNL Registrar to resolve with Alternative Dispute Resolution (ADR). The allegation related to issues of disruptive communication with colleagues, and medication administration practices that did not adhere to best practice or employer policy. The LPN is required as part of the agreement, to complete specific remedial education targeting medication administration, documentation, relational practice and communication in nursing. Additionally, the LPN is required to meet with the CLPNNL practice consultant to review and discuss the CLPNNL Standards of Practice and Code of Ethics; the Therapeutic Nurse Client Relationship; and the CLPNNL/CRNML Medication Management Document. Finally, the LPN is required to submit an essay reflecting on the lessons learned through the education provided and how communication, collaborative practice and adherence to employer protocols impacts care.

In a decision dated July 31, 2020, the CAC dismissed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of alleged inappropriate medication administration by the LPN. The CAC found that there were no reasonable grounds to believe that the LPN had engaged in conduct deserving of sanction.

On July 28, 2020, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the failure of the LPN to report an incident of inappropriate workplace behaviour by another health care professional, constituting a failure by that other health care professional to treat colleagues and clients with dignity and respect. There was no allegation of any other harm to a client due to the incident or the alleged failure to report. The LPN was required to complete remedial education targeting professional accountability and duty to report. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics; What it means to be a Professional; Accountability; as well as the Duty to Report and the Therapeutic Nurse Client Relationship. Finally, the LPN submitted an essay reflecting on the insight gained from the education provided and the importance of professional accountability to one's nursing practice.

On June 29, 2020, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN leaving a shift without communicating to the appropriate authority that they were unable to complete the

shift. There was no allegation of any harm to a client due to the incident. The LPN was required to complete remedial education targeting professional accountability and jurisprudence in nursing practice. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics; What it means to be a Professional; and Accountability. Finally, the LPN submitted an essay reflecting on the insight gained from the education provided and the importance of professional accountability to one's nursing practice.

On May 22, 2020 the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the failure of the LPN to report an incident of inappropriate workplace behaviour by another health care professional, constituting a failure by that other health care professional to treat colleagues and clients with dignity and respect. There was no allegation of any other harm to a client due to the incident or the alleged failure to report. The LPN was required to complete remedial education targeting professional accountability and duty to report. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics; What it means to be a Professional; Accountability; as well as the Duty to Report and the Therapeutic Nurse Client Relationship. Finally, the LPN submitted an essay reflecting on the insight gained from the education provided and the importance of professional accountability to one's nursing practice.

On May 22, 2020 the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the failure of the LPN to report an incident of inappropriate workplace behaviour by another health care professional, constituting a failure by that other health care professional to treat colleagues and clients with dignity and respect. There was no allegation of any other harm to a client due to the alleged failure to report. The LPN was required to complete remedial education targeting professional accountability and duty to report. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics; What it means to be a Professional; Accountability; as well as the Duty to Report and the Therapeutic Nurse Client Relationship. Finally, the LPN submitted an essay reflecting on the insight gained from the education provided and the importance of professional accountability to one's nursing practice.

In a decision dated May 11, 2020, the Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant was the LPN's employer

and it was alleged that the LPN refused to cooperate in a staffing issue in the workplace. After careful consideration by the CAC, it was determined that the matter did not raise an issue of professional misconduct and therefore fell outside of the mandate of CLPNNL. The CAC found that there were no reasonable grounds to believe that the LPN had engaged in conduct deserving of sanction.

On April 20, 2020, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation involved inappropriate workplace behaviour by the LPN and breach of the integrity of a professional nurse-client relationship by the LPN, constituting a failure by the LPN to treat colleagues and clients with dignity and respect. There was no allegation of any other harm to a client due to the alleged failure to report. The LPN was required to complete extensive remedial education targeting professional accountability, the nurse-client relationship and the importance of a professional behaving in a manner that upholds the integrity of the nursing profession. As part of the resolution process, there was extensive education assigned to the LPN that reinforced the CLPNNL Standards of Practice, Code of Ethics, professional boundaries, jurisprudence and professional accountability. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to review the remediation assigned as well as to discuss the importance of the nurse-client relationship and the implications of improper conduct, if it were to be repeated, for future practice. Finally, the LPN submitted an essay reflecting on the lessons learned from the incident and remedial education provided.