

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

April 1, 2021 – March 31, 2022

On March 30, 2022, the CLPNNL Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant was another regulated professional. The allegation related to the LPN exhibiting behaviour in the workplace that raised concerns about their professional practice. Following an inquiry, the CAC found there were no reasonable grounds to believe that the actions of the LPN demonstrated conduct deserving sanction.

On March 14, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's former employer. The allegation involved unprofessional communication and failure to contribute to a healthy and positive work environment. There was no allegation by the employer of any harm to clients as a result of the LPN's conduct. The LPN acknowledged that their conduct violated the CLPNNL Standards of Practice and Code of Ethics. As part of a resolution agreement, the LPN was required to complete targeted remedial education on jurisprudence, relational practice, communication and leadership. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to review the Standards of Practice (2020), Code of Ethics (2013) as well as professional boundaries and accountability. Finally, the LPN was also required to submit to the Registrar an essay reflecting on their conduct and the insights gained from the remedial education and how their conduct did not meet the expectations for LPN practice in the province.

On February 12, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues of improper medication preparation and not following established medication management practices and policy. There was no allegation by the Complainant of any harm to clients due to the incident. The LPN was required to complete targeted remedial education on jurisprudence, medication administration, safe medication principles and documentation. As part of a resolution agreement, the LPN met with the CLPNNL Practice Consultant to review the CLPNNL Standards of Practice (2020) and Code of Ethics (2013) as well as to discuss and cement insights gained from the aforementioned education modules. The LPN was also required to submit to the Registrar an essay reflecting on their actions and how they did not meet the expectations of LPN practice in the province and how the insights gained from the remediation outlined in the resolution agreement will impact their nursing practice in future.

On February 7, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues of the LPN not following established employer procedures and practices with respect to a client interaction. There was no allegation by the Complainant of any harm to the client due to the incident. The LPN was required to complete targeted remedial education on jurisprudence, de-escalation, and professional standards. As part of a resolution agreement, the LPN met with the CLPNNL Practice Consultant to review the CLPNNL Standards of Practice (2020) and Code of Ethics (2013) as well as to discuss and cement insights gained from the aforementioned education modules. The LPN was required to submit to the Registrar an essay reflecting on their actions and how they did not meet the expectations of LPN practice in the province and how the insights gained from the remediation outlined in the resolution agreement will impact their nursing practice in future.

On February 1, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues of failure to report and document an incident. Additionally, the LPN did not follow the appropriate safe resident handling procedure and employer policy. There was no allegation by the Complainant of any harm to the client due to the incident. The LPN was required to complete targeted remedial education on documentation, jurisprudence and professional standards. As part of a resolution agreement, the LPN met with the CLPNNL Practice Consultant to discuss and cement insights gained from the required education modules as well as to review the CLPNNL Standards of Practice (2020) and Code of Ethics (2013). Additionally, the LPN was required to submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice in the province and how their practice will be impacted in future given what they have learned from this process.

On December 14, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation involved the LPN sharing client information with a person who was not within the client's circle of care. The LPN acknowledged that the disclosure of client information was in breach of the CLPNNL Standards of Practice and Code of Ethics. While CLPNNL views any breach of client privacy to be a matter of concern, in this circumstance the evidence was that the breach was an isolated incident and without malicious or ill intent. As part of the resolution process, the LPN was required to complete remedial education targeting adherence to privacy laws as set out in The Newfoundland and Labrador Personal Health Information Act, as well as education in Jurisprudence to emphasize the health professional's responsibility as a custodian charged with the protection of personal health information. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to review the Standards of Practice (2020) and Code of Ethics (2013) and the professional's responsibility to safeguard

client health information. In the circumstances of this allegation, the foregoing resolution will provide reasonable assurance that such conduct will not be repeated by this LPN. All LPNs are reminded to observe the upmost scrupulousness in protecting the privacy and confidentiality of client information.

On November 18, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues of medication administration and documentation. There was no allegation by the Complainant of any harm to clients due to the incident. The LPN was required to complete targeted remedial education on documentation, medication management, jurisprudence and professional standards. As part of a resolution agreement, the LPN met with the CLPNNL Practice Consultant to discuss medication management and cement insights gained from the required education modules and to review the CLPNNL Standards of Practice (2020) and Code of Ethics (2013). Additionally, the LPN was required to submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice in the province and how their practice will be impacted in the future given what they have learned from this process.

On October 27, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues with the preparation and transport of vaccines. There was no harm to any client or damage/loss of vaccine in the incident. The LPN was required to meet with the CLPNNL Practice Consultant to discuss medication management and resolving professional practice issues in the workplace. The LPN was also required to complete remedial education targeting jurisprudence, leadership, the CLPNNL Standards of Practice (2020) and the Code of Ethics (2013). Additionally, the LPN submitted an essay to the Registrar outlining insights gained from this situation.

On September 24, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of inappropriate communication. There was no allegation of harm to any client due to the incident. The LPN was issued a letter of reprimand, a 4-week suspension of their license to practice as well as a requirement to meet with both the Registrar and the CLPNNL Practice Consultant. Additionally, the LPN was required to complete remedial education targeting relational practice, communication, jurisprudence and professionalism. The meeting with the Practice Consultant discussed and cemented insights gained from the education, the review of CLPNNL Standards of Practice (2020), the Code of Ethics (2013) and the CLPNNL Therapeutic Nurse Client Relationship interpretive document. As a part of a resolution

agreement, the LPN was also required to submit to the Registrar an essay reflecting on the insight gained from the education provided and the importance of therapeutic communication to safe ethical client care.

On September 17, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of time management, medication administration and lack of professionalism in the workplace. There was no allegation of harm to any clients due to these issues. The LPN was required to complete remedial education targeting documentation, medication management, jurisprudence, the use of social media by LPNs, as well as professional accountability. The LPN, as part of an alternative dispute resolution, met with the CLPNNL Practice Consultant to discuss and cement insights gained from the required education modules as well as to review the CLPNNL Standards of Practice (2020) and the Code of Ethics (2013). Additionally, the LPN was required to submit to the Registrar an essay reflecting on how their actions did not reflect expectations for LPN practice in Newfoundland and Labrador and how their practice will be different, given what they have learned from the remedial education provided by the College.

On July 26, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of medication administration. There was no allegation by the Complainant of any harm to clients due to the incidents. The LPN was required to complete remedial education targeting medication administration, documentation as a part of safe medication principles, jurisprudence and a review of the Standards of Practice and Code of Ethics for LPNs in Canada. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss insights gained from the remedial education as well as to review expectations for practical nurses with respect to medication administration standards as outlined in the CLPNNL/CRNNL collaborative Medication Management Document (2021). As part of the resolution of the allegation, the LPN was also required to submit to the CLPNNL Registrar an essay reflecting on the insight gained from the education provided and the importance of professional accountability in medication administration and its documentation according to medication standards and employer policy.

On July 15, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of medication administration. There was no allegation of harm to clients due to the incidents. The LPN was required to complete remedial education targeting documentation, medication administration, professional accountability and jurisprudence. Additionally, the LPN was

required to meet with the CLPNNL Practice Consultant to discuss insight gained from the remedial education as well as to review expectations for practical nurses around medication administration standards as outlined in the CLPNNL/CRNNL Medication Management Document (2021). As part of the resolution of the allegation the LPN was also required to submit to the CLPNNL Registrar an essay reflecting on the insight gained from the education provided and the importance of professional accountability in medication administration and its documentation according to medication standards and employer policy.

On May 10, 2021, the CLPNNL Complaints Authorization Committee (CAC), having reviewed the investigation report related to an allegation filed against an LPN where the complainant was another regulated health professional, was of the opinion that there were reasonable grounds to believe the LPN engaged in conduct deserving of sanction and that the LPN failed to comply with Documentation Standards. The CAC cautioned the LPN that in future they must chart according to CLPNNL Standards and Employer Policy not only what is personally witnessed but what is reported to them in their role as LPN.