

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

April 1, 2022 – March 31, 2023

On March 21, 2023 the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's temporary employer. The allegation related to the LPN leaving a shift without communicating to the appropriate manager for the facility that they were unable to continue with their shift. There was no allegation of harm or risk to a client due to the incident. The LPN was required to complete remedial education targeting professional accountability and jurisprudence in LPN practice. Additionally, The LPN met with the CLPNNL Practice Consultant to discuss the CLPNNL's Standards of Practice (2020) and the Code of Ethics (2013); Professional Accountability and to reflect on the importance of reporting issues in the workplace through the appropriate channels. Finally, the LPN submitted an essay that reflected on the insights gained from the situation and the education provided and the importance of accountability to one's nursing practice.

On March 16, 2023, the CLPNNL Registrar resolved an allegation against an LPN. The allegation was filed by the LPN's employer and indicated that 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 \$690.00 fine as well as complete a reflection discussing CLPNNL's Standards of Practice and Code of Ethics, Accountability as well as the importance of upholding annual registration requirements.

On February 10, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the Respondent removing medical supplies from the place of employment for the purpose of providing it to a colleague for personal use. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility, jurisprudence and professional boundaries. Additionally, as part of the resolution, the LPN is required to meet with CLPNNL's Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics. Finally, the LPN is required to submit an essay reflecting on insights gained from the required education and the importance of maintaining employer-employee boundaries in nursing practice.

On December 8, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to a breach of employer

policy in the use of social media. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility in the use of social media, jurisprudence and professional boundaries. Additionally, as part of the resolution, the LPN is required to meet with CLPNNL's Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics as well as appropriate use of social media for the health care professional. Finally, the LPN is required to submit an essay reflecting on insights gained from the required education and the importance of maintaining employer-employee boundaries in nursing practice.

On November 8, 2022 the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation against an LPN. The Complainant was the LPN's employer. It was alleged that the LPN failed to treat a client with dignity and respect, and did not uphold the client's right to choose their health care plan. The CAC ordered an investigation. After reviewing the investigation findings, the CAC concluded that there were reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction. The matter was referred to the Registrar for Alternative Dispute Resolution (ADR) agreement. Additionally, the CAC shall issue a caution and counsel to the LPN. As part of the resolution process, the LPN was monitored by the employer for 1800 hours worked. The LPN completed remedial education on the Standards of Practice and the Code of Ethics, Regulating LPN Practice, Relational Practice, Jurisprudence, Communication in Nursing, and Documentation. The LPN met with the CLPNNL Practice Consultant to discuss the CLPNNL Standards of Practice and Code of Ethics, as well as the Therapeutic Nurse-Client Relationship Interpretative Document. The LPN completed an essay that identified the Standards of Practice and Ethical Responsibilities that their actions did not meet and outlined what they learned from this situation to assist them in future client interactions. Following the completion of the above, the CAC issued a Caution and Counsel to the LPN, cautioning against removing the call bell from a resident and making unilateral care management decisions in relation to a resident, and counselling the LPN to in the future ensure a resident is provided with an appropriate alternate means to contact the nurse, and to take into account the wholistic care of the residents/clients.

On October 28, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate actions of the LPN dressing in a culturally inappropriate manner and entering the room of a client not within their circle of care. The CAC ordered an investigation into the matter. After conclusion of the investigation, the CAC met on February 24, 2023 to review the investigation report. The CAC concluded that the LPN had

engaged in conduct deserving of sanction and that their actions represented a breach of the following Standards of Practice and Ethical Responsibilities:

Standard 1.1: LPNs practice within applicable legislation, regulations, by-laws and employer policies

Standard 1.8: LPNs are accountable and responsible for their own practice, conduct, and ethical decision making

Standard 4.7: LPNs demonstrate characteristics and attributes of a leader, and the ability to apply formal and informal leadership competence

Ethical Responsibility 1.4 - Respect the rights of all individuals

Ethical Responsibility 2.3 – Respect and protect client privacy

Ethical Responsibility 2.7 – Develop trusting, therapeutic relationships, while maintaining professional boundaries

Ethical Responsibility 4.1 – Take appropriate action to address the unprofessional conduct of other members of the inter-professional team.

It was the decision of the CAC to Caution and Counsel the LPN as outlined in Section 17 (3)(a) of the Licensed Practical Nurses Act (2005). The LPN was cautioned to protect the privacy and dignity of vulnerable people in areas where care is taking place as well as to avoid culturally inappropriate activity that may have the potential to disregard the beliefs, customs and values of others. Additionally, the LPN was counselled on their responsibilities to conduct themselves in a professional manner that upholds the Standards of Practice (2020) and the Code of Ethics (2013).

On October 28, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate actions of the LPN to allow colleagues who were not considered to be within the circle of care, to enter a private area where care was taking place as well as the LPN's omission to report an incident of misconduct by another regulated professional. The CAC ordered an investigation into the matter. After conclusion of the investigation, the CAC met on February 24, 2023 to review the investigation report. The CAC concluded that the LPN had engaged in conduct deserving of sanction and that their actions represented a breach of the following Standards of Practice and Ethical Responsibilities:

Standard 1.1: LPNs practice within applicable legislation, regulations, by-laws and employer policies

Standard 1.8: LPNs are accountable and responsible for their own practice, conduct, and ethical decision making

Standard 1.5: LPNs have a duty to report any circumstance that potentially or actually impedes professional, ethical or legal practice

Ethical Responsibility 2.3 – Respect and protect client privacy

Ethical Responsibility 2.7 – Develop trusting, therapeutic relationships, while maintaining professional boundaries

Ethical Responsibility 4.1 – Take appropriate action to address the unprofessional conduct of other members of the inter-professional team.

It was the decision of the CAC to Caution and Counsel the LPN as outlined in Section 17(3)(a) of the Licensed Practical Nurses Act (2005). The LPN was cautioned to protect the privacy and dignity of vulnerable people under their care in future nursing practice and the CAC further indicated that the LPN be counselled on their responsibilities to report incidents of unprofessional conduct in the workplace.

On September 20, 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 a delay by the LPN, under their responsibilities outlined in section 14.1 Duty to Report of the Licensed Practical Nurses Act (2005), to report an incident of inappropriate client handling by a colleague. The LPN was required to complete remedial education targeting professional accountability, duty to report and jurisprudence. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics, Professional Accountability and Duty to Report. 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 nursing practice.

On August 1, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation involved improper use of personal protective equipment during a pandemic outbreak. 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, and standards of practice. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to review the Standards of Practice (2020), and the

Code of Ethics (2013). Finally, the LPN was 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 July 18, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN not following employer policy in the proper preparation and administration of medications. As part of a resolution agreement, the LPN was required to complete remedial education in documentation, jurisprudence, and accountability. Additionally, the LPN was required to meet with CLPNNL's Practice Consultant to discuss and cement insights gained from the required education modules as well as review the CLPNNL Standards of Practice (2020), the Code of Ethics (2013), and Medication Administration Standards (2020). Finally, the LPN was required to submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned from this process.

On June 15, 2022, the CLPNNL Complaints Authorization Committee (CAC) resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. After a review of the investigation report and details of the allegation, the CAC were of the opinion that there were reasonable grounds to believe that the LPN engaged in conduct deserving of sanction in that the LPN failed to comply with Medication Administration Standards. The decision of the CAC was to caution and counsel the LPN. The caution was on the importance of safe medication practices. The CAC further counselled the LPN about the importance of accountability and recognition of the potential impact of their own fitness to practice on nursing practice and client safety.

On June 15, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate handling of a resident encounter. There was no allegation of any harm to residents. As part of its inquiry into the matter, the CAC required that the LPN answer direct questions about the incident. On November 23, 2022, the CAC concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. As part of the resolution, the LPN is required to complete remedial education targeting relational practice, therapeutic communication, jurisprudence, and Gentle Persuasive Approach to client care. Additionally, the LPN must meet with the CLPNNL Practice Consultant to discuss the CLPNNL Standards of Practice and Code of Ethics as well as the importance for the health care professional to maintain and protect the therapeutic nurse-client relationship. Finally, the LPN is required to submit an essay

reflecting on insights gained from the mandated education and the importance for the LPN to uphold and protect the nurse-client relationship

On May 30, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN not following employer policy in the proper access and administration of medications. As well, the allegation indicated that the LPN crossed professional boundaries and did not appropriately document medication administration. As part of a resolution agreement, the LPN was required to complete remedial education in documentation, maintaining the appropriate professional boundaries in nursing practice, jurisprudence, and accountability. Additionally, the LPN was required to meet with CLPNNL's Practice Consultant to discuss and cement insights gained from the required education modules as well as review the CLPNNL Standards of Practice (2020), the Code of Ethics (2013), and review the role of the LPN in maintaining professional boundaries and professional accountability. Finally, 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 May 17, 2022, 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 and failure to adhere to respectful workplace employer policy. Additionally, the LPN did not follow the appropriate safe resident handling procedure. There was no allegation by the Complainant of any harm to any clients as a result of the LPN's behaviour. The LPN was required to complete targeted remedial education on jurisprudence, relational practice and fitness to practice as well as the importance of upholding LPN professional standards. As part of a resolution agreement the LPN was required to meet 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 and how their practice will be impacted in the future given what they have learned from this process.