

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

April 1, 2023 – March 31, 2024

During the 2023-2024 licensure year, the Registrar resolved Allegations with 5 LPNs who practiced without a license. Registration with the CLPNNL indicates that the LPNs credentials were assessed, and they have the necessary knowledge, skill and judgment to provide safe, competent and ethical nursing services. Additionally, LPNs who practice without a license fail to maintain liability protection as required in accordance with the Licensed Practical Nurses Act (2005). The number of days practiced varied up to 12 days maximum. LPNs who practice without a licence pay a fine of \$100 per day to a maximum of \$1000. Applicable fines, as outlined in the CLPNNL policy, were applied to each LPN accordingly.

On March 21, 2024, the CLPNNL Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN displaying unprofessional behaviour and communication in their interaction with clients. An investigation was ordered by the CAC and an investigator was appointed. Following a thorough review of the investigation findings, the CAC was of the opinion that there were not reasonable grounds to believe that the LPN engaged in Conduct Deserving of Sanction as set out in the Licensed Practical Nurses Act (2005) and the allegation was dismissed.

On February 29, 2024, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to unprofessional behavior, inappropriate care, inappropriate communication with co-workers, and incivility in the workplace. There was no allegation of harm to any client. The Complaints Authorization Committee (CAC) reviewed the matter and concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. The LPN, as part of the resolution agreement, completed remedial education including the LPN Code of Ethics Learning Module, Regulating LPN Practice, Jurisprudence, Communication in Nursing, Righting a Wrong – Ethics and Professionalism in Nursing, and Respectful Workplaces – Building Healthy Relationships. Additionally, the LPN met with the CLPNNL Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as Professionalism in the Workplace. Finally, the LPN submitted an essay reflecting on their behavior and how it did not meet the Standards of Practice, Code of Ethics or expectations of the profession, and the impact of the required remedial learnings on their professional practice in the future.

On February 27, 2024, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to unprofessional behavior toward clients and incivility in the workplace. There was no allegation of harm to any client. The Complainants Authorization Committee (CAC) reviewed the matter and concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. The LPN, as part of the resolution agreement, completed remedial education on the Standards of Practice and the Code of Ethics, Regulating LPN Practice, Jurisprudence, Communication in Nursing, Righting a Wrong – Ethics and Professionalism in Nursing, and Respectful Workplaces. Additionally, the LPN met with the CLPNNL Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as Professionalism in the Workplace. Finally, the LPN submitted an essay reflecting on their behavior and how it did not meet the Standards of Practice, Code of Ethics or expectations of the profession, and the impact of the required remedial learnings on their professional practice in the future.

On November 15, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was a family member of a client. The allegation related to a medication error as well as the lack of an appropriate physical assessment based on the clinical presentation of the client. The LPN, as part of the resolution agreement, completed remedial education targeting Professional Accountability, Medication Administration, Jurisprudence, Standards of Practice and the Code of Ethics as well as Health Assessment. Additionally, the LPN met with CLPNNL's Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as CLPNNL's accountability guidelines. Finally, the LPN submitted an essay reflecting on the importance of professional accountability in nursing practice and the impact of the required remedial learnings on their professional practice in the future.

On November 7, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of client care not being completed, along with lack of documentation around client behaviors and surveillance. There was no allegation of harm to any client. As part of the resolution of these allegations, the LPN completed remedial education in documentation, jurisprudence and Standards of Practice and the CLPNNL Code of Ethics. Additionally, the LPN met with the CLPNNL Practice Consultant to discuss Standards of Practice, Code of Ethics, documentation and professional accountability. Finally, the LPN submitted an essay reflecting on the importance of timely accurate documentation to care as well as the impact of lack of documentation to support that nursing care is completed.

On November 6, 2024, the CLPNNL Complaints Authorization Committee reviewed an allegation of professional incompetence against an LPN. The Complainant was the LPN's employer. It was the opinion of the CAC that the matter be referred to the CLPNNL Quality Assurance Committee for a quality review of their nursing practice. As part of their responsibility under section 29.1 of the Licensed Practical Nurses Act, a QA committee was convened, and the decision of the committee was to order a competency-based assessment for the LPN. The committee future opined that if there is identified remediation from that assessment, it be completed prior to the LPN's return to nursing practice.

On October 4, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN using a personal computer for reasons not related to nursing care, as well as not documenting an assessment. There was no allegation of harm to any clients. The LPN is required, as part of the resolution agreement, to complete remedial education targeting professional accountability, jurisprudence, Standards of Practice and the Code of Ethics. Additionally, the LPN is required to meet with CLPNNL's Practice Consultant to discuss Standards of Practice and Code of Ethics and CLPNNL's accountability guidelines. Finally, the LPN is required to submit an essay reflecting on the importance of professional accountability in nursing practice and the impact of the required remedial learnings on their professional practice in the future.

On September 25, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN destroying clinical care records without authorization. There was no allegation of harm to any client. The LPN is required, as part of a resolution agreement, to complete remedial education targeting documentation, Standards of Practice and regulation of LPN practice. Additionally, the LPN is required to meet with CLPNNL's Practice Consultant to discuss Standards of Practice and Code of Ethics as well as CLPNNL's documentation guidelines. Finally, the LPN is required to submit an essay reflecting on the importance of the care and maintenance of accurate documentation, as well as how the learnings gained from the remedial education will impact their professional practice in future.

On July 25, 2023, 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 assigned break policy and not following the proper procedure for shift handover report. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility, jurisprudence, interpersonal communication and leadership. 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 following workplace protocols related to handover report in nursing practice. On June 5, 2023 the CLPNNL Complaints Authorization Committee (CAC) resolved an allegation against an LPN. The Complainant was the LPN's employer. It was alleged that the LPN did not complete critical components of a client assessment and follow-up care, and used unprofessional communication during shift handover. The CAC ordered an investigation. After reviewing the investigation findings, the CAC concluded that there were reasonable grounds to believe that the LPN engaged in conduct deserving of sanction. The matter was referred to the Registrar for Alternative Dispute Resolution (ADR) agreement. The CAC required that a caution and counsel be issued to the LPN within the ADR agreement. As part of the resolution process, the LPN completed remedial education on the Standards of Practice and the Code of Ethics, Regulating LPN Practice, Health Assessment, 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 Accountability and Transfer of Responsibility in client care. 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 the situation to assist them in future client assessments and documentation. Additionally, the LPN was required to attend the CLPNNL Leadership Workshop. Following the completion of the above, the CAC issued a Caution and Counsel to the LPN, cautioning against omitting critical components of assessment and follow-up care, and counselling the LPN to ensure that best practices are followed in the assessment and follow-up of clients in the future, and to review documentation at the start of the shift to determine care required and complete that care.

On May 10, 2023, 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 appropriate documentation and administration of medications. There was no allegation of harm to any client. The LPN provided CLPNNL with information confirming that they are under the care of a health professional and have been successfully treated for a medical condition that was impacting their ability to concentrate. As part of a resolution agreement, the LPN is required to meet with the CLPNNL Regulatory Officer on a monthly basis to discuss their ongoing fitness to practice nursing and to review their action plan and fitness checklist to ensure that they are able to provide safe, competent nursing care.

On April 3, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the Respondent asking colleagues to remove medical supplies from the place of employment for the purpose of

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 April 3, 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.