



THE COLLEGE OF
REGISTERED PSYCHIATRIC NURSES of MANITOBA

Annual Report

2022

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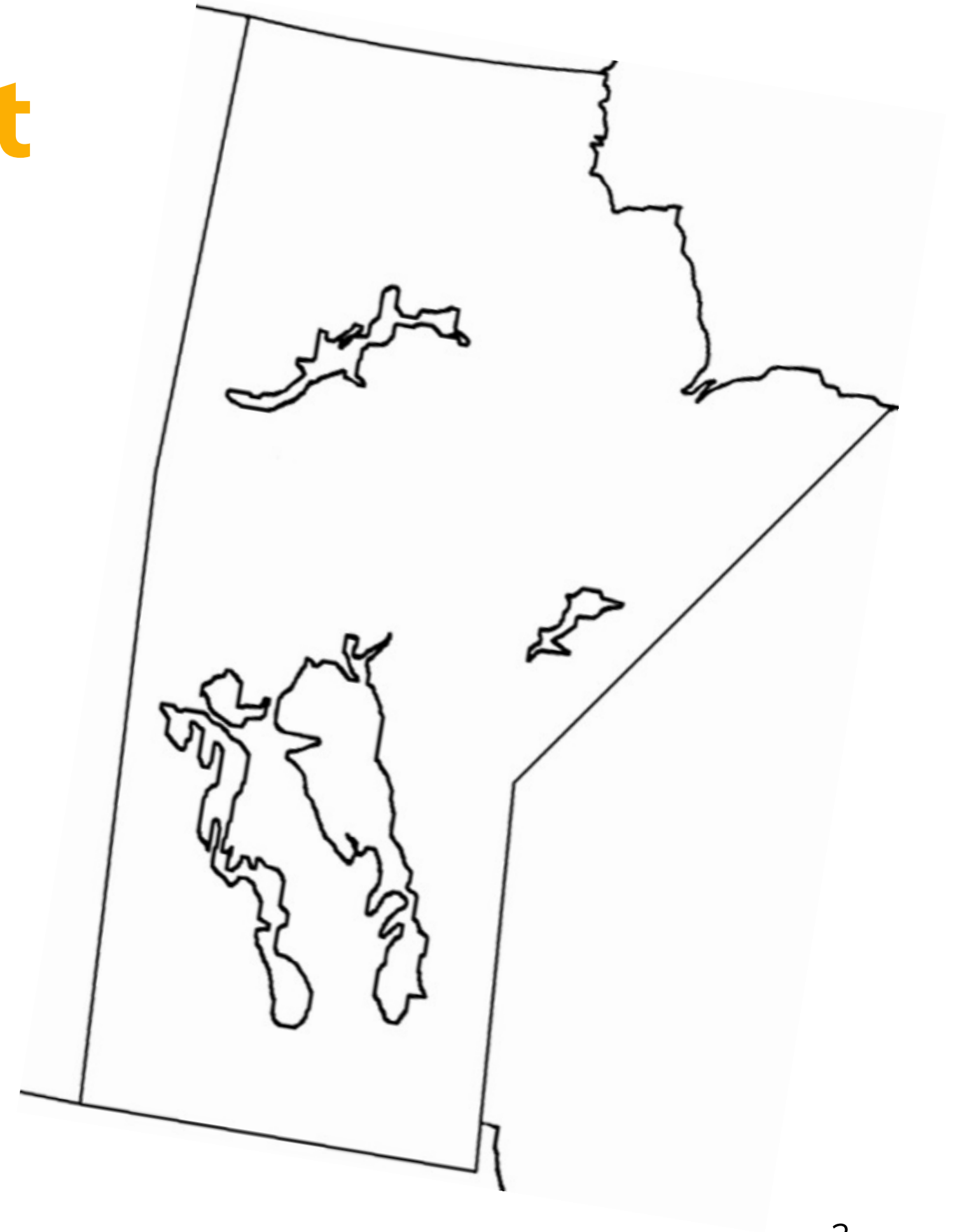
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Land Acknowledgement

We acknowledge that Manitoba is on the original lands of the Dakota, Anishinaabeg, Cree, Oji-Cree, Dené, Inuit and Métis Nation.

We acknowledge that the College of Registered Psychiatric Nurses of Manitoba is located on Treaty One territory.

We respect the Treaties that were made on these territories, and we acknowledge the harms and mistakes of the past. We dedicate ourselves to moving forward in partnership with First Nations, Métis, and Inuit communities in a spirit of reconciliation and collaboration.



CRPNM Defined

The College of Registered Psychiatric Nurses of Manitoba [CRPNM] was established in 1960 to regulate the psychiatric nursing profession in Manitoba. We are governed under the *Regulated Health Professions Act*.

Our Mission

To protect the public by ensuring safe, competent and ethical psychiatric nursing practice.

Our Core Functions

We set standards for psychiatric nursing education and practice

We ensure registration is transparent, objective, impartial and fair

We ensure the continuing competence of our registrants

We receive complaints, conduct investigations and appeals, and take appropriate disciplinary action

Leadership Message

They say change is the new normal, which was certainly true for the College of Registered Psychiatric Nurses of Manitoba (CPRNM) in 2022 – a year dominated by our transition to a new health professions act and regulations, and a renewed commitment to Truth and Reconciliation.

Through it all, one thing has remained the same: our commitment to regulating the registered psychiatric nursing profession in Manitoba in a manner that serves and protects the public interest. This commitment shines through the pages of this annual report, in which we share the highlights of activities we undertook or completed in 2022.

As we reflect on 2022, we cannot ignore the unprecedented impact of the COVID-19 pandemic on Manitobans' physical and mental health. Like the years that preceded it, 2022 has presented unique opportunities and unexpected hurdles – including challenges to Manitoba's nursing and health workforce. We continue to work closely with leadership throughout our healthcare system to mitigate these challenges in every way possible.

Transitioning to the RHPA

One of the most significant changes we implemented in 2022 was the transition of the RPN profession to the *Regulated Health Professions Act (RHPA)*, which became our governing legislation effective June 1, 2022. The *Practice of Registered Psychiatric Nursing Regulation* and the *College of Registered Psychiatric Nurses of Manitoba General Regulation* replaced the *Registered Psychiatric Nurses Act*. Our board became the Council on June 1, 2022, and we approved new bylaws to reflect our new governance structures and the requirements of the new Act. We are firmly committed to implementing the Act and Regulations in a way that supports Manitobans' access to quality health, mental health, and addiction services.

This transition brings uniform and modernized rules and processes for governance, registration, complaints, and discipline processes. Moving under the RHPA ensures greater transparency and a more precise definition of the profession's scope of practice and RPNs' expanded role in our healthcare system.

Implementing the Changes

The new RPN regulations expand the profession's scope of practice by establishing an RPN (Authorized Prescriber) or RPN (AP) designation. This designation applies to RPNs with additional education qualified to independently order diagnostic tests and prescribe medications for specific patient populations.

Both activities are Reserved Acts, whose practice is otherwise restricted to specific professions under the RHPA, as they pose significant risk or possible harm if performed by someone without the necessary education, competence, and skill. The regulations set out these and 11 other Reserved Acts. Expanding our scope of practice to include these Reserved Acts clarifies the flexibility of care our profession provides. It creates more opportunities for Manitoba RPNs to provide meaningful support to our communities when, how, and where we are needed most.

Throughout 2022, we published several documents that interpret how the RPN scope of practice regulations and the *Code of Ethics* and *Standards of Psychiatric Nursing Practice* work together and apply to practice.

These resources, including Practice Directions, provide information on specific aspects of practice to help RPNs understand professional practice expectations and promote discussion, self-reflection, clinical

decision-making, and sound professional judgment. Practice Directions are available on our website and have the full force of regulation. It is each member's responsibility to review them.

Under the RHPA, completing the jurisprudence learning modules is now a mandatory part of the CRPNM's Continuing Competency Program.

We added a new Practice Consultant to our team in October 2022. The Practice Consultants assist members in applying practice guidelines, the *Code of Ethics*, or the *Standards* into practice to meet the continuing competency requirements.

Beginning in 2023, the College will implement the RHPA requirement for all RPNs to undergo a Criminal Record Check with Vulnerable Sector Search, a Child Abuse Registry Check, and an Adult Abuse Registry Check every five years. These background checks are required for a member to renew their certificate of practice.

Truth and Reconciliation

In 2022, the CRPNM deepened its commitment to meaningfully advancing Truth and Reconciliation in our organization.

On June 22, 2022, the College signed onto the Winnipeg Indigenous Accord. As a partner to this accord, we pledge a commitment to the Truth and Reconciliation Calls to Action and Missing and Murdered

Indigenous Women, Girls, and 2SLGBTQQIA Calls for Justice. Last year, we made it a strategic goal to address Call to Action 23 iii – ensuring cultural safety and humility.

We started our learning journey by providing Manitoba Indigenous Cultural Safety Training (MICST) for all council and staff members of the CRPNM. In addition, council and staff members received a pocket-size print version of *Truth and Reconciliation Commission of Canada: Calls to Action*.

Council members also identified additional opportunities for cultural competency training. In collaboration with CRPNM staff members, we developed a resource guide to cultural training/learning that included courses, readings, and opportunities to explore additional education. We look forward to collaborating with Indigenous Elders to provide meaningful learning opportunities based on culturally safe and humble practices.



Moving Forward

None of what we do would be possible without the hard work of our Council, staff and volunteers. Together, we are committed to working with our members, stakeholders, and government partners to ensure the ongoing protection of the public interest, access to quality mental health services, and promote the highest standards of psychiatric nursing practice.

We welcome any questions or comments on any of the items we have presented in this report.

Respectfully,



Tracy Thiele
Council Chair



Laura Panteluk
Executive Director/Registrar



Our Council

Tracy Thiele RPN, Chair

Wanda Brine RPN, Chair-Elect

Maija Majalahti RPN

Annette McDougall RPN

Melissa Ramharakh RPN

Andrea Thomson RPN

Richard Zwiep RPN

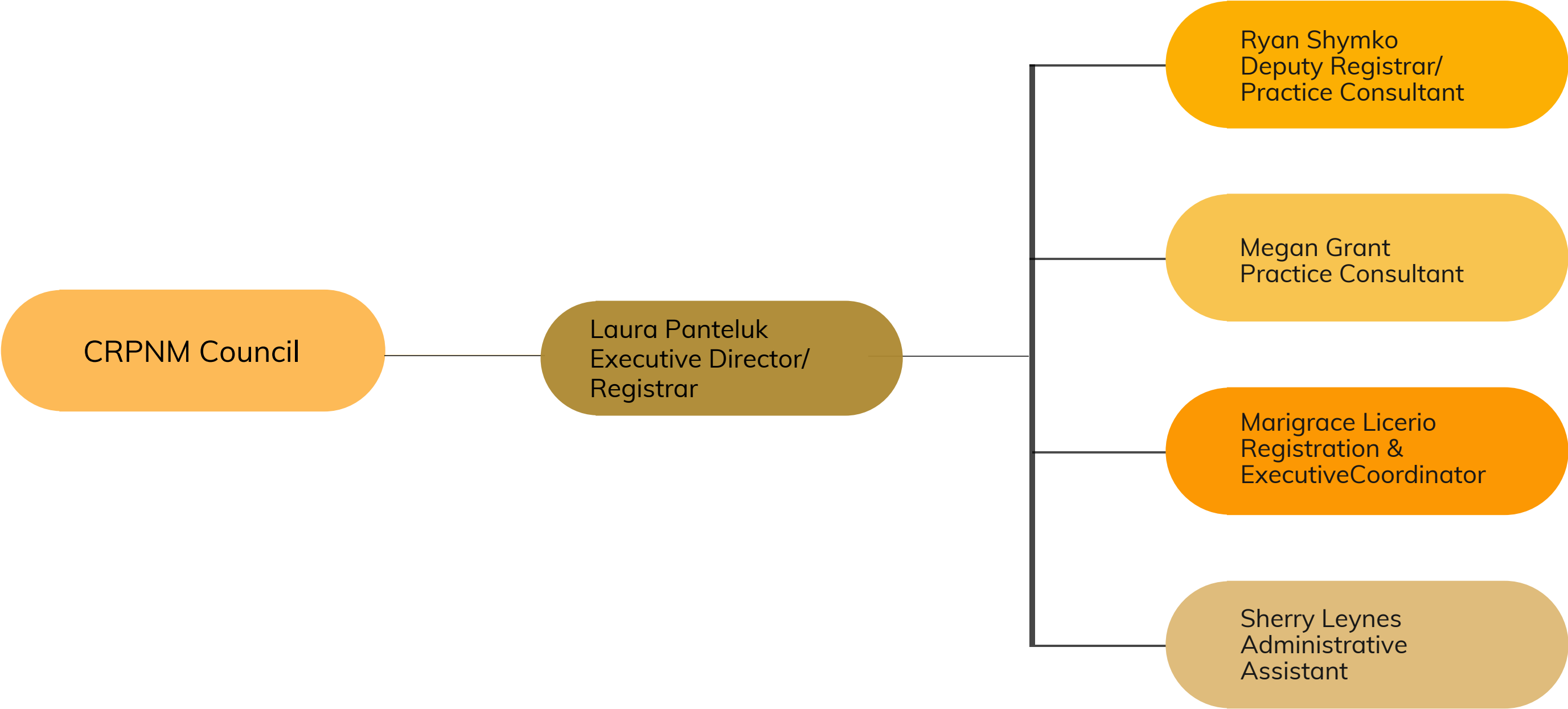
Joanna Burns Ministerial Appointee

Carole Lupkowski Ministerial Appointee

Kate Dubberley Public Representative

Candice Holden-Piush Public Representative

Our Structure



Our Committees

For more information about our committees, visit crpnm.mb.ca/about-crpnm/committees

Governance Committee

Lynda Stiles RPN, Chair
Tracy Thiele RPN
Wanda Brine RPN
Richard Zwiep RPN
Barb Gemmell Public Representative

Quality Assurance Committee

Teri Stefanation RPN, Chair
Isabelle Jarrin RPN
Tina Curtis RPN
Kyla Johnston RPN
Kimberly Dawn Sawatsky RPN
Iulia Macavei RPN
Sharran Mullins RPN
Kate Dubberley Public Representative

Finance Committee

Joanne Burns Chair
Sara Wikstrom RPN
Kristen Kroeker Public Representative

Complaints Investigation Committee

Christine Prociuk RPN, Chair
Lori Kemp RPN
Kris Lischynski RPN
Arlene MacLennan RPN
Val Mondor RPN
Shannon Plowman Public Representative
Dale Oleschuk Public Representative
Marny Campbell Public Representative

Inquiry Committee

- Alexandria Taylor RPN, Chair
- Jacquie Williams RPN
- John Jackson RPN
- Amudat (Nikky) Oladeji RPN
- Jennifer McKelvey RPN
- Gil Johnston Public Representative
- Patrick Desrochers Public Representative
- Jocelyne Ritchot Public Representative

Psychiatric Nursing Education Approval Committee

- Atlanta Sloane-Seale, Chair/Public Representative
- Patrick Griffith RPN
- Isabelle Jarrin RPN
- Doreen Fey RPN
- Ashley Stewart RPN

Setting Standards for Education

Psychiatric Nursing Education Approval

One of the mandates of our College is to develop, establish and maintain standards of academic achievement and qualifications required for registration as a member and to monitor compliance with and enforce those standards. The Standards and Indicators for the Approval of Psychiatric Nursing Education Programs in Manitoba (the “Education Standards”) are the benchmarks used by the CRPNM in the education program review and approval process.

The program review and approval process is compulsory, as compared to an accreditation process, which is voluntary.

The Psychiatric Nursing Education Approval Committee (PNEAC) is responsible for ensuring regular reviews of the psychiatric nursing education programs that lead to registration as a graduate or registered psychiatric nurse, or a notation on the certificate of practice.



Approved Education Programs



The Bachelor of Science in Psychiatric Nursing (BScPN) Program

The Bachelor of Science in Psychiatric Nursing (BScPN) program at Brandon University was last formally evaluated in 2020 and has a 4-year approval. PNEAC follows up on any recommendations from the approval process. These recommendations provide a framework for quarterly and annual reporting and for ongoing communication, stakeholder engagement, and program evaluation. The BScPN program will next be formally evaluated in 2024.



Psychiatric Nursing Refresher Program

The Douglas College Psychiatric Nursing Refresher Program in British Columbia is the only psychiatric nursing refresher program in the country and is used by all Canadian jurisdictions. The refresher program is subject to an external evaluation process because it leads to entry onto the register/re-entry into the profession in Manitoba. The British Columbia College of Nurses and Midwives (BCCNM) assumes the responsibility of reviewing this program. The program was last formally reviewed in 2021, when it received a 4-year approval.



Authorized Prescriber

The authorized prescriber designation applies to RPNs with additional education who are qualified to independently order diagnostic tests and prescribe medications for specific patient populations. RPNs who want this designation must complete an approved course of study to receive the RPN (AP) notation. The following are approved courses of study:

- Red River College Polytechnic - Authorized Nurse Prescriber Program, approved to June 30, 2023.
- Athabasca University RPN Prescribing Course Part 1 and Part 2, approved in 2022 for a five-year period to March 31, 2027.
- The Sexual Assault Nurse Examiner certification is approved as an alternative to the required theoretical course in the authorized prescriber program for Reproductive Health, Sexually Transmitted Infections and Blood Borne Pathogens.
- The Certified Diabetes Educator certification is approved as an alternative to the required theoretical course in the authorized prescriber program for Diabetes Health.



Promoting Good Practice, Preventing Poor Practice



Quality Assurance Committee

In 2022, the Quality Assurance Committee played an instrumental role in helping the College prepare for the *Regulated Health Professions Act*. While the RHPA and profession-specific regulations provide the overarching regulatory structure, much work was needed to operationalize this structure when the College came under the new Act.

The Quality Assurance Committee developed the Practice Directions and interpretive documents to guide Registered Psychiatric Nurses in their practice under this new regulatory framework. These included documents defining the profession's scope of practice and educational requirements for the Reserved Acts.



Practice Consultation & Support

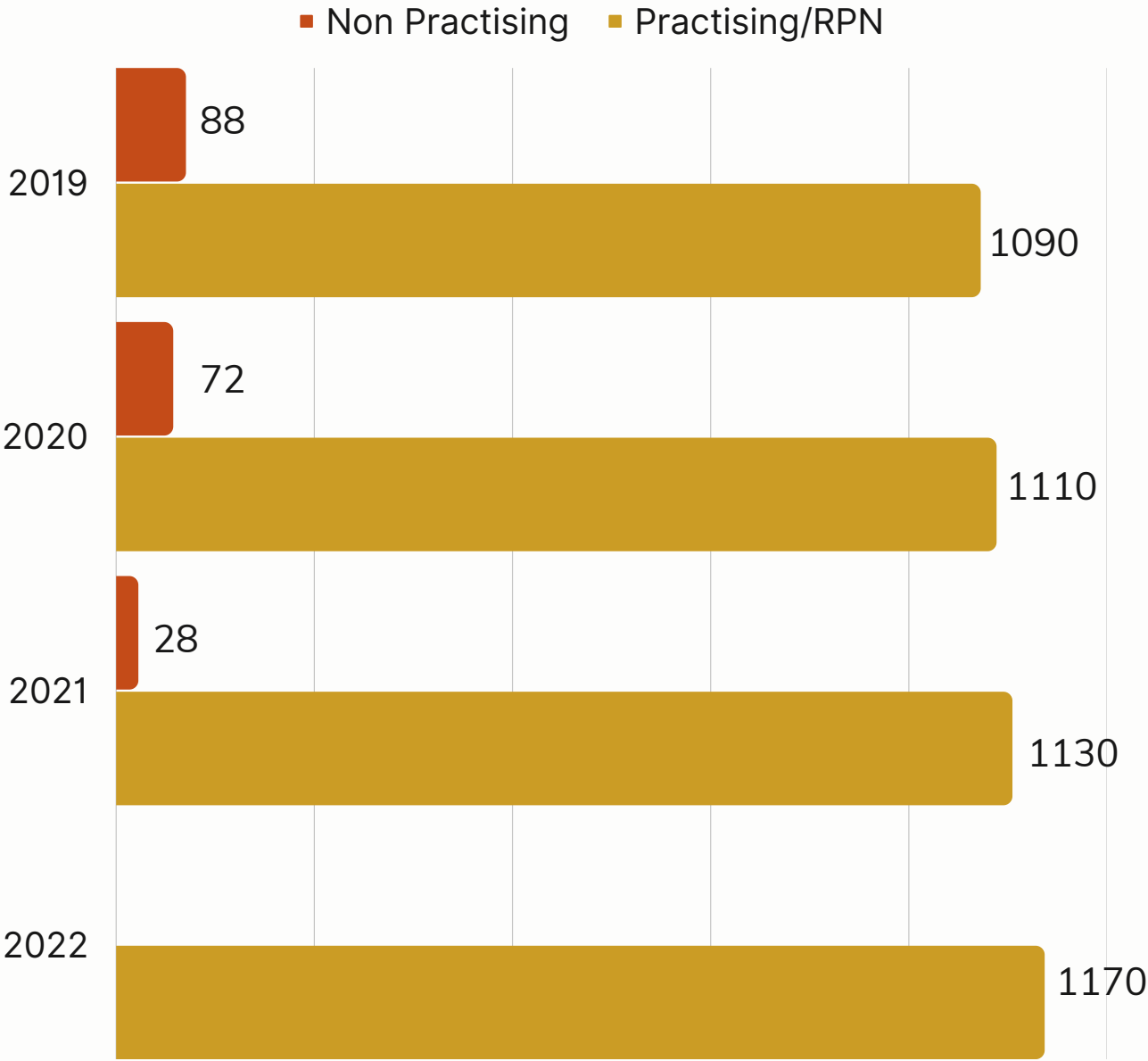
CRPNM Practice Consultants provide presentations to workplaces and students on a variety of professional practice issues and are available for consultation to individual RPNs and to employers. Practice Consultants also participate in, or provide support to, various local, provincial, or interprovincial and national committees that address professional practice issues.

	2022	2021	2020
Practice Issues	52	67	90
Scope of Practice	46	38	35
Independent Practice	58	40	30

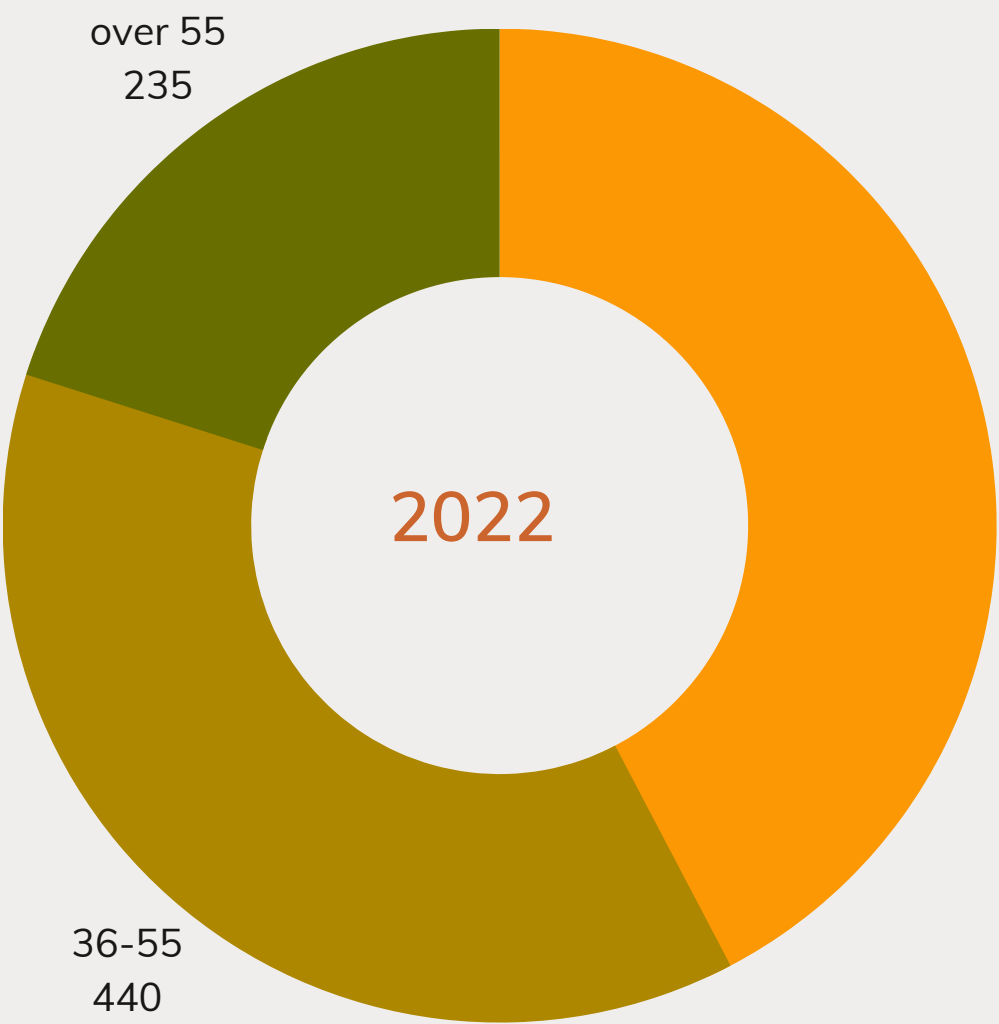
There was an increase in Scope of Practice and Independent Practice consultations in 2022.

Manitoba RPNs

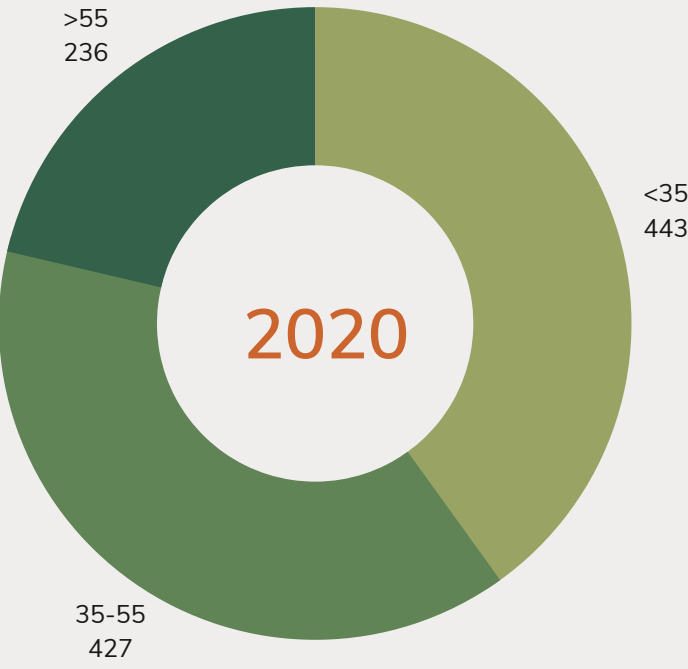
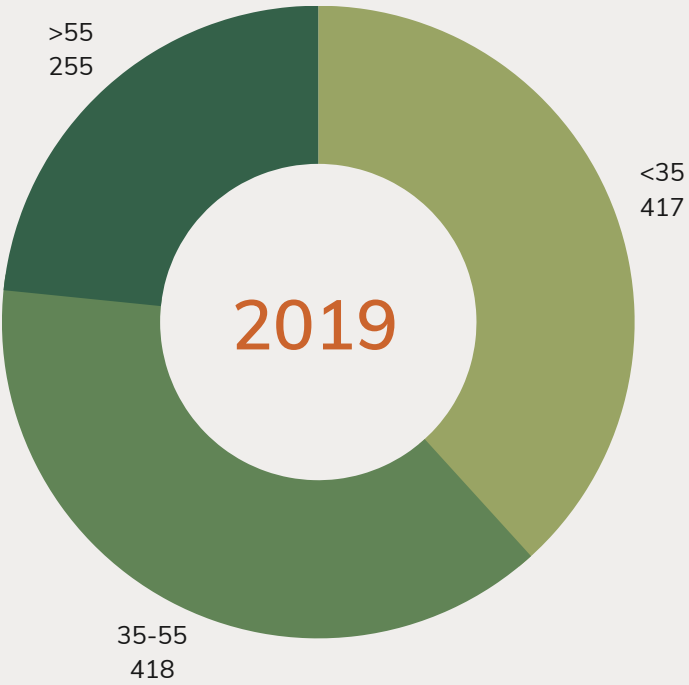
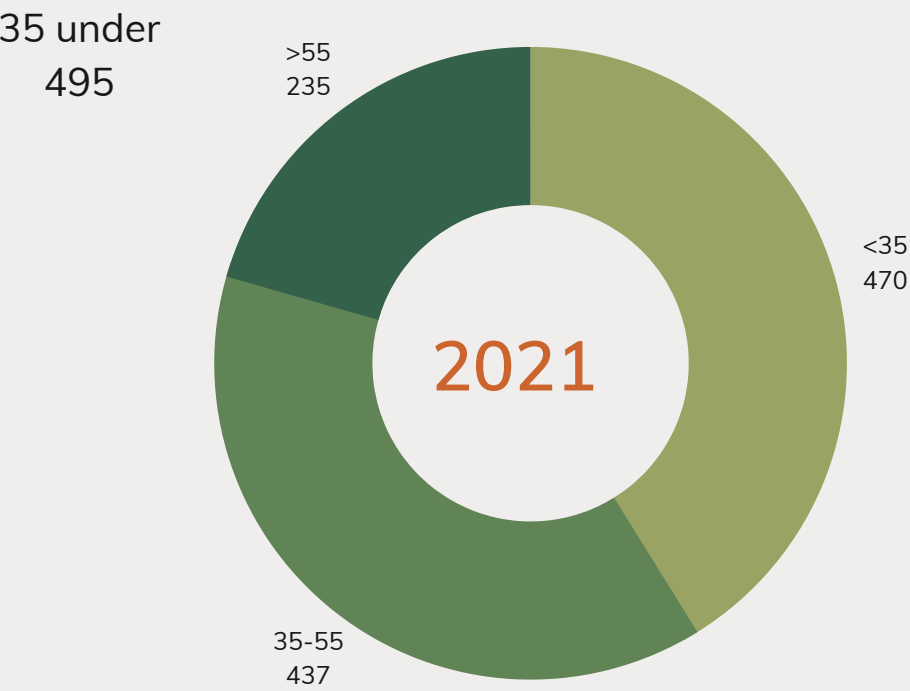
Register



Non-Practising was discontinued on June 1, 2022.
Practising includes Graduate and Temporary registers.





Registrant Age



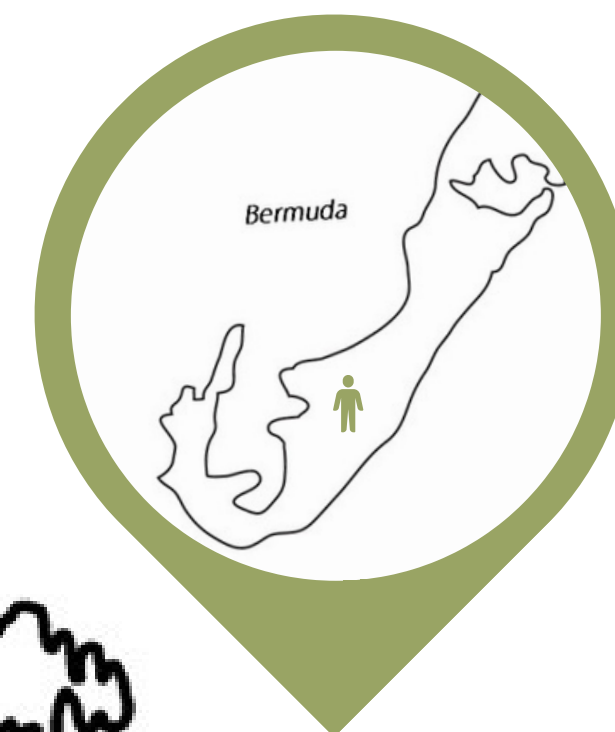
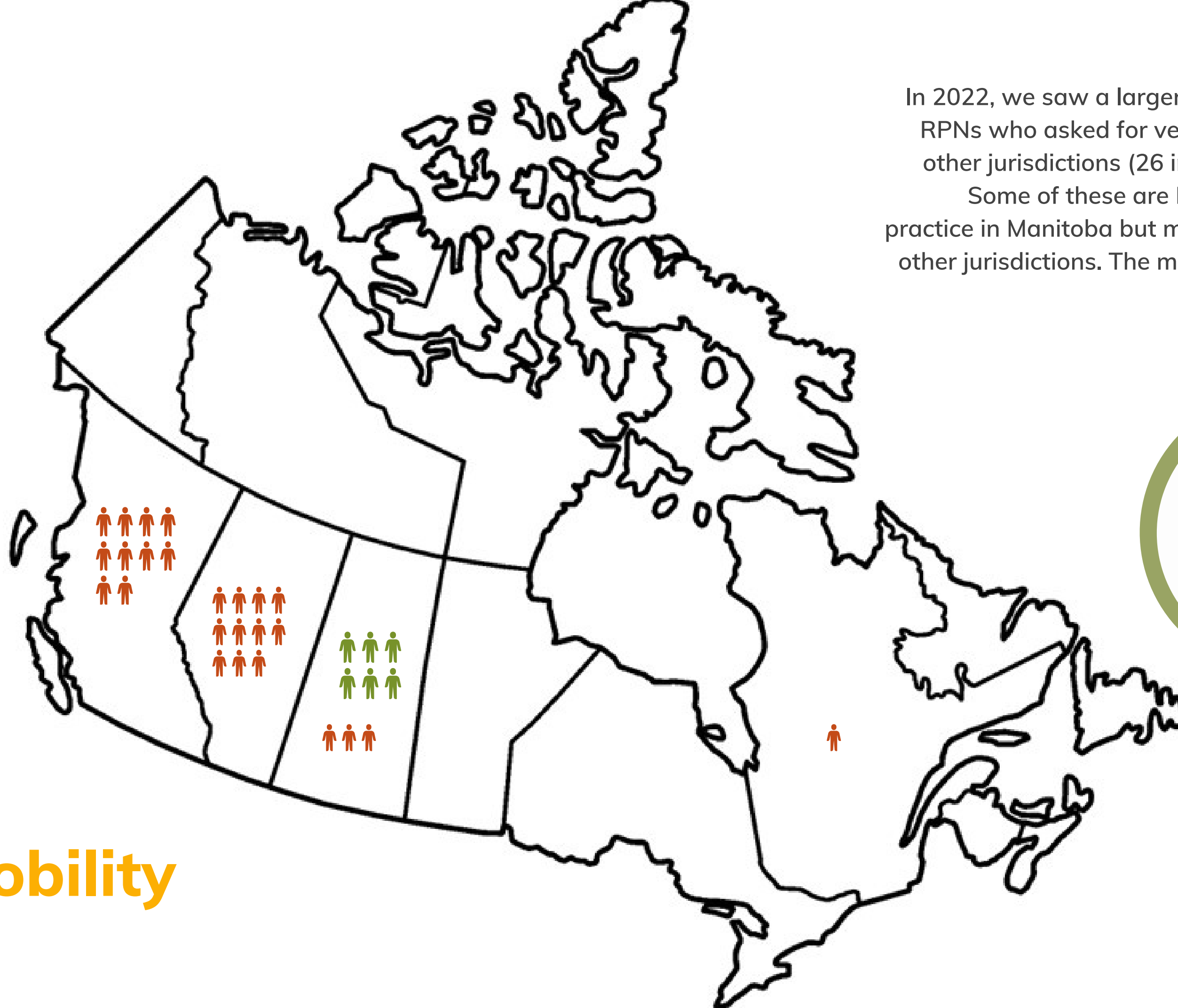
Manitoba Grads

Year	Graduates	Registered	% Registered
2022	70	66	94%
2021	52	48	92%
2020	60	54	90%
2019	76	74	97%

The number of graduates in the calendar year is defined as those individuals who have met all the requirements for registration, except for the successful completion of the Registered Psychiatric Nurses of Canada Examination (RPNCE). These individuals have successfully completed the Bachelor of Science in Psychiatric Nursing (BScPN) program.

 Transfer Out
 Transfer In

In 2022, we saw a larger than 50% increase in RPNs who asked for verification to be sent to other jurisdictions (26 in 2022 vs 12 in 2021). Some of these are RPNs who continue to practice in Manitoba but maintain registration in other jurisdictions. The majority, however, have left the province.



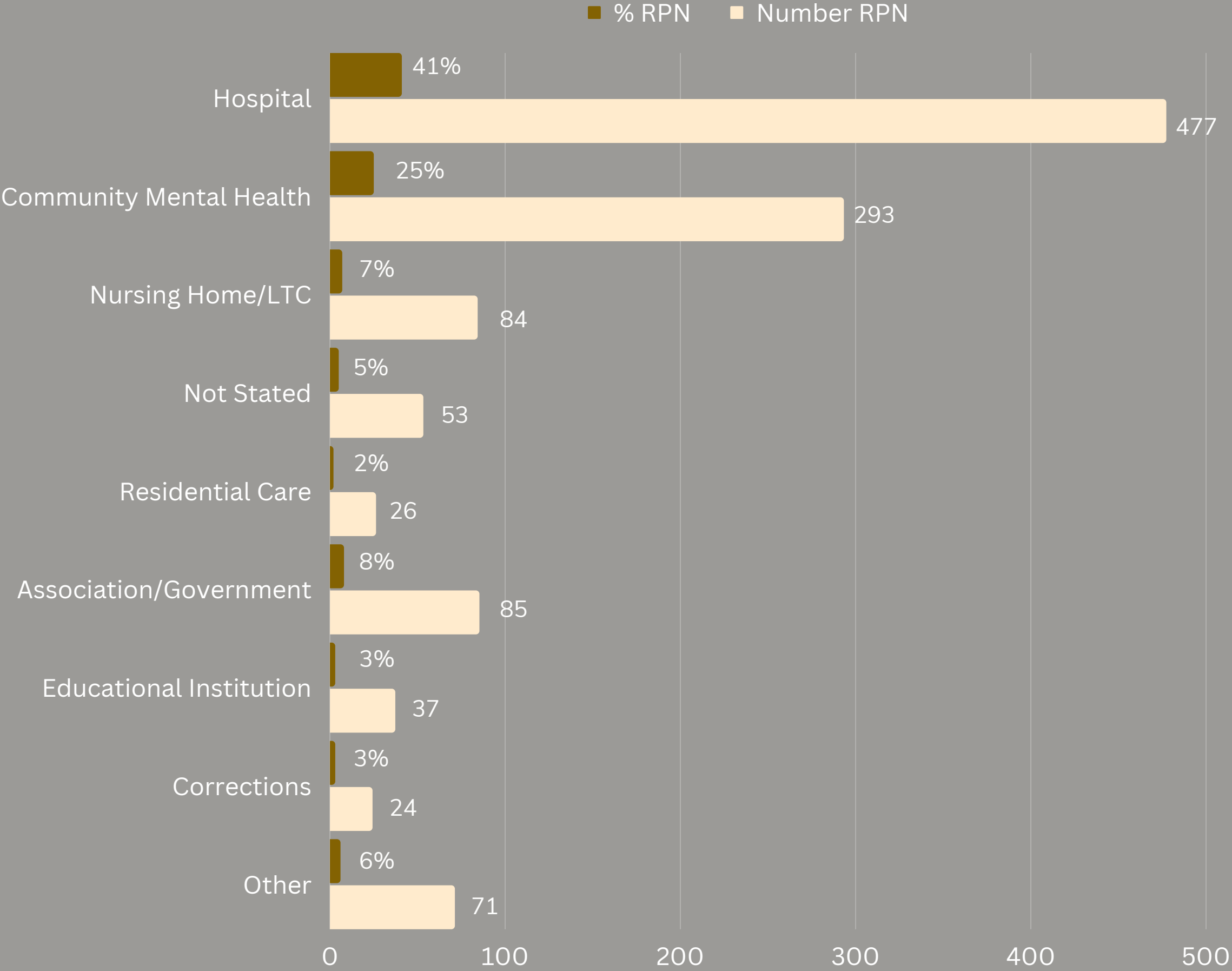
RPN Mobility

Place of Practice

Data about where RPNs practice is self-reported. When compared to 2021, there is little change to the primary places of practice, except for the data that is captured in the “other” category.

The “other” category covers independent/self-employed, and practice with private agencies, including practice with a physician’s office (for aesthetic nursing, primarily).

In 2022, there were more RPNs (when compared to previous years) whose primary place of practice was with an agency or in self-employed practice. It is worth noting that when secondary or third employment is included in the data, there are now approximately 140 RPNs who are in some form of self-employed or private agency practice. Many of these RPNs hold positions in both the publicly funded and private systems.



Continuing Competence

CCP Audit



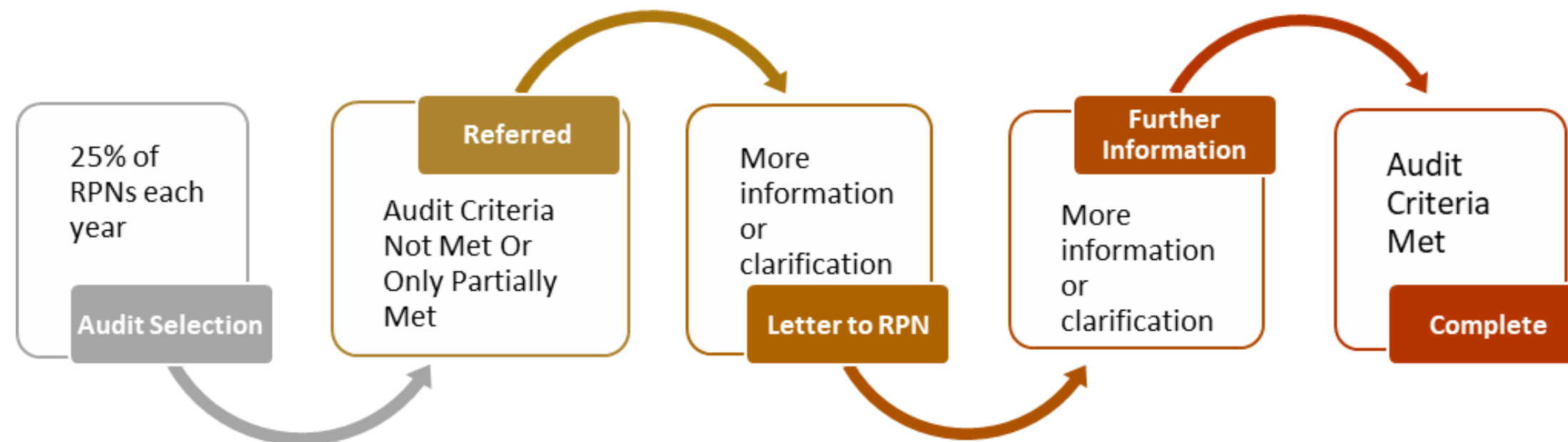
In 2022, a total of 262 RPNs were selected for the audit with a total of 259 completing the audit process and 3 RPNs requiring further information or clarification.

Jurisprudence Modules

In 2022, RPNs completed the Regulation 101 Jurisprudence learning module as a requirement of renewal of their certificate of practice.

The Pause Before You Post module was also made available to RPNs.

CCP Audit Process



Responding to Complaints, Investigating, and Taking Disciplinary Action

Complaints Investigation Committee

One way the CRPNM protects the public is by addressing complaints brought against Registered Psychiatric Nurses (RPNs), Graduate Psychiatric Nurses, or former Registered Psychiatric Nurses. Complaints can be made by employers, other RPNs, or members of the public. The College reviewed 19 new complaints or employer reports in 2022.

Discipline Decisions

The College publishes decisions in accordance with the *Regulated Health Professions Act* for the purposes of:

- Public accountability; and,
- Deterring and preventing professional misconduct and unacceptable practice by informing and educating members.

Discipline decisions are findings of the College’s Inquiry Committee. They inform members and the public of the outcome of discipline hearings. There were no discipline decisions in 2022.

Year	Number of Complaints
2022	19
2021	11
2020	9
2019	15

Complaint Process



Complaint

Final Disposition

1

Unprofessional and irresponsible use of social media and electronic communication. Poor clinical judgement and decision making. Concerns about fitness to practice.

Voluntary surrender of certificate of registration pursuant to 23(1)(e) of the *Registered Psychiatric Nurses Act*. Referral to the Inquiry Committee.

2

Use of status as RPN to unduly influence an application for an involuntary psychiatric assessment for someone who was not a client.

Agreement pursuant to section 23 (1) (d) of the *Registered Psychiatric Nurses Act*.

3

Unsafe and unskilled practice. Concerns about fitness to practice.

Voluntary surrender of certificate of registration pursuant to 23(1)(e) of the *Registered Psychiatric Nurses Act*.

4

Concerns about fitness to practice.

Agreement pursuant to section 23 (1) (d) of the *Registered Psychiatric Nurses Act*.

5

Non-attendance at work.

No further action

6

Unprofessional social media use. Breach of client confidentiality and PHIA. Disrespectful behaviour and communication in the workplace.

Agreement pursuant to subsection 102(1)(f)(iv) of *The Regulated Health Professions Act*.

Complaint

Final Disposition

7

Impairment at work. Concerns about fitness to practice. Breach of an undertaking with the College.

Conditions placed on the Member's certificate of practice pursuant to subsection 110(1) of *The Regulated Health Professions Act*. Referral to the Inquiry Committee.

8

Inappropriately assumed a management role and in doing so failed to conduct a through investigation.

No further action.

9

Impairment at work. Concerns about fitness to practice.

Agreement pursuant to subsection 102(1)(f)(i) of *The Regulated Health Professions Act*.

10

Failure to follow employer policies. Lack of patient assessment and communication, follow up, and documentation.

Agreement pursuant to subsection 102(1)(f)(iv) of *The Regulated Health Professions Act*.

11

Failure to complete a suicide risk assessment, Failure to complete a mental status or physical health assessment. Lack of therapeutic engagement.

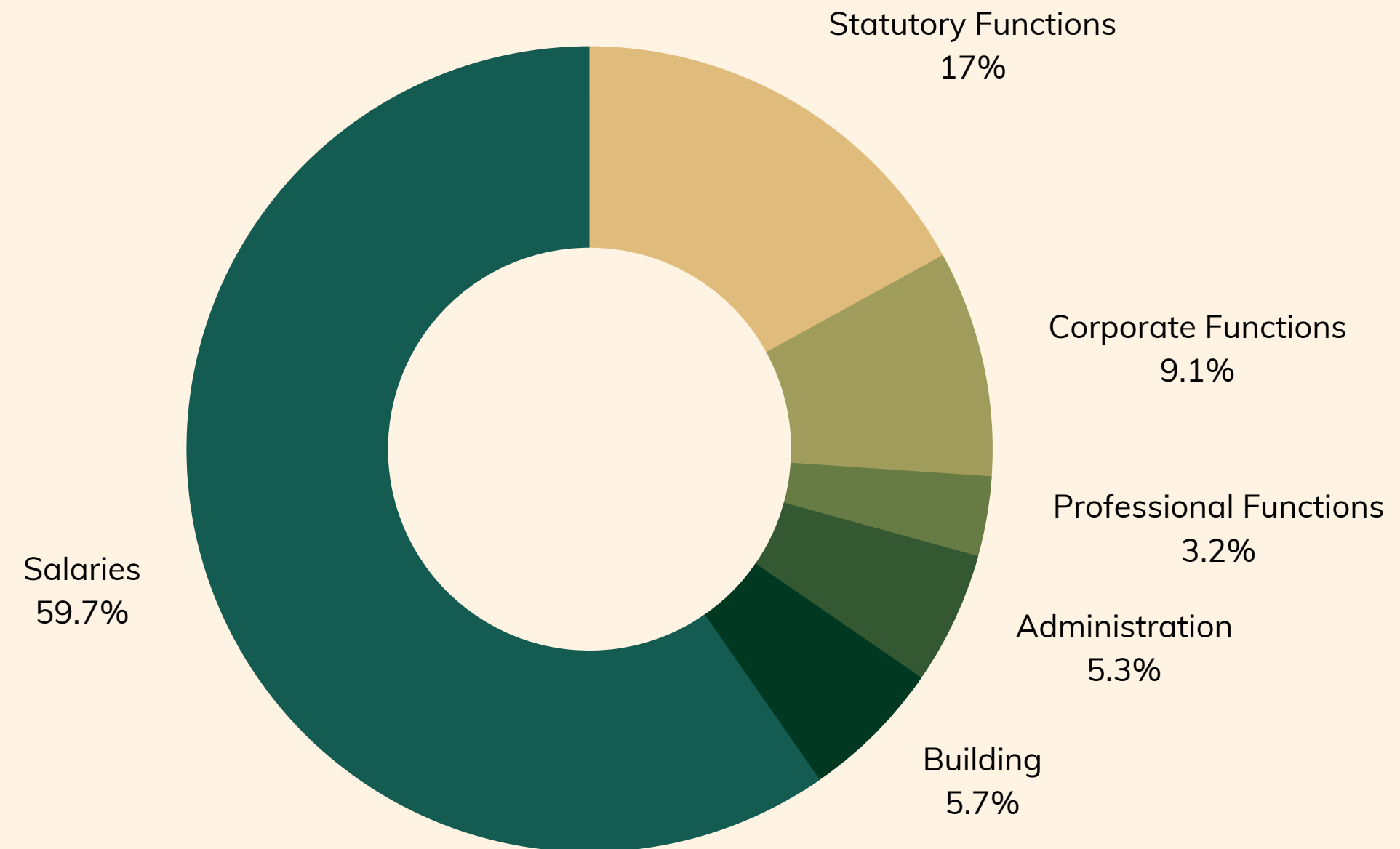
Conditions placed on the Member's certificate of practice pursuant to subsection 110(1) of *The Regulated Health Professions Act*. Referral to investigation.

Finance Report

The Council of the College has approved the audited financial statements for the year ending December 31, 2022. The complete audited financial statement is found [here](#). The audited financial statement will also be presented at the CRPNM Annual General Meeting, held on June 27, 2023, where members of the Council and staff will be available to answer any questions.

The College's primary and most significant source of revenue is registration fees. Registration with the CRPNM gives members the legal authority to call themselves a Registered Psychiatric Nurse and the privilege of belonging to one of Manitoba's regulated health professions. The CRPNM is mandated by the Manitoba government and *Regulated Health Professions Act*, to carry out its activities and govern its members in a manner that serves and protects the public interest. Registration fees support the work of the College in fulfilling its legislated mandate to regulate the practice of the registered psychiatric nursing profession in the public interest.

The last page of the auditor's report is Schedule 1 - General Fund Expenses. This schedule breaks down expenses by functional category and compares this year's expenses to last year's.



The chart identifies how the CRPNM's funds were spent in 2022