

# 2024 CRPNM Annual Report



College of Registered  
Psychiatric Nurses of Manitoba

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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.

We recognize that territorial acknowledgements are only one step in cultivating greater respect for and inclusion of Indigenous Peoples. These words will accompany actions invested in building a future and community better for all.



## OUR PROFILE

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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

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

## OUR CORE FUNCTIONS

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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.

# From Our Leadership

The College of Registered Psychiatric Nurses of Manitoba (CRPNM) is evolving with the changing healthcare and regulatory landscape. In 2024, we strengthened our commitment to Truth and Reconciliation and made strategic decisions to enhance our financial sustainability. Amid regulatory reform, workforce challenges, and the pursuit of best practices, we embrace change with intention and strategy.

Our core mission remains steadfast: to regulate the psychiatric nursing profession in Manitoba to protect and serve the public. This annual report highlights the key milestones and accomplishments of the past year.

## Cultural Safety and Humility at the CRPNM

Cultural safety and humility are strategic priorities for the College of Registered Psychiatric Nurses of Manitoba (CRPNM). We are committed to embedding equity, diversity, inclusion, and reconciliation into all aspects of our regulatory processes.

As a proud partner in the Winnipeg Indigenous Accord, the CRPNM continues to deepen its commitment to the Truth and Reconciliation Commission's Calls to Action and the Calls for Justice for Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ people.

Reconciliation begins with truth, education, and open dialogue about residential schools, Treaties, Indigenous rights, and the contributions of Indigenous Peoples. Our Council is guided by an Indigenous Elder and Education Consultant as we continue to reflect, learn, and grow.

In 2024, the CRPNM collaborated with other Manitoba health regulators to launch the Introduction to Indigenous Inclusion and Cultural Safety module. Developed by Braided Circle Consulting, this module—along with its accompanying Indigenous Inclusion Resource Guide—provides foundational education on Indigenous inclusion in Manitoba's healthcare system. Topics include residential schools, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Treaties, Aboriginal rights, the Aboriginal-Crown relationship, and the lived experiences of First Nations, Métis, and Inuit peoples.

To further embed these values into our organizational culture, the CRPNM Council is actively recruiting members for its Equity, Diversity, and Inclusion (EDI) Committee.

Our Progress:

- All Council and staff members have completed the Manitoba Indigenous Cultural Safety Training (MICST) program.
- An Indigenous-led Council learning retreat is scheduled for June 2025.
- Over 200 Registered Psychiatric Nurses (RPNs) have completed a new mandatory learning module launched in February 2025, with 1,100 expected to complete it by year-end.

## Financial Sustainability

As the governing body of the College of Registered Psychiatric Nurses of Manitoba (CRPNM), the Council is responsible for strategic planning, financial oversight, organizational operations, and human resources. The Council carefully reviews the College's financial position in light of projected revenues and expenditures, as well as the broader external environment, to ensure sound financial decision-making.

We continuously assess the fiscal and human resources required to fulfill the College's public interest mandate and to meet the obligations outlined in The Regulated Health Professions Act. The cost of regulating the profession continues to rise. In 2024, professional conduct expenses alone exceeded \$200,000, as reflected in our audited financial statements. Further details on professional conduct activities are available in our annual report, with outcomes of formal disciplinary proceedings published online.

Registration fees remain the College's primary source of income. Setting registration and certificate of practice fees is a thoughtful and essential process to ensure long-term financial sustainability. In response to ongoing deficits, the Council has conducted a comprehensive review and made strategic decisions to strengthen the College's financial position.

To improve operational efficiency and reduce costs, the College will relocate to a shared office space with other regulatory bodies in 2025. Additionally, to support long-term financial sustainability, the Council has approved the sale of the current building at 1854/1856 Portage Avenue.

## Looking Ahead

Our achievements are due to the dedication of our Council, staff, and volunteers. We remain committed to collaborating with our members, partners, and the government to ensure public safety, expand access to mental health care, and uphold the highest standards in psychiatric nursing. We welcome your feedback and questions about this report.



**Wanda Brine**  
Council Chair



**Laura Panteluk**  
Registrar and CEO

# Our Council and Staff



## Council

Wanda Brine RPN, Chair

Melissa Ramharakh RPN, Chair-Elect

Annette McDougall RPN

Tara Nassar RPN

Carrie Sokolan RPN

Andrea Thomson RPN

Richard Zwiep RPN, *term ended June 27, 2024*

Sherry Brown, Public Representative

Zach Havens, Public Representative

Joanne Burns, Ministerial Appointee, *term ended June 27, 2024*

Carole Lupkowski, Ministerial Appointee

## Staff

Laura Panteluk RPN, Registrar and Chief Executive Officer

Ryan Shymko RPN, Deputy Registrar/ Practice Consultant

Megan Grant RPN, Practice Consultant

Marigrace Licerio, Registration and Executive Coordinator

Sherry Leynes, Administrative Assistant

# Our Committees

As of December 31, 2024

## Governance Committee

Lynda Stiles RPN, Chair  
Wanda Brine RPN  
Melissa Ramharakh RPN  
Barb Gemmell, Public Representative

## Finance Committee

Zach Havens, Public Representative, Chair  
Tracy Thiele RPN  
Kristen Kroeker, Public Representative

## Continuing Competency Committee

Teri Stefanation RPN, Chair  
Tina Curtis RPN  
Kyla Johnston RPN  
Sharran Mullins RPN  
Amanda Bak, Public Representative

## Complaints Investigation Committee

Christine Prociuk RPN, Chair  
Val Mondor RPN, Co-Chair  
Cindy Finlayson RPN  
Lori Kemp RPN  
Sara Wikstrom RPN  
Shannon Plowman, Public Representative  
Dale Oleschuk, Public Representative  
Marny Campbell, Public Representative

## Inquiry Committee

Alexandria Taylor RPN, Chair  
John Jackson RPN  
Jennifer McKelvey RPN  
Jacquie Williams RPN  
Gil Johnston, Public Representative  
Patrick Desrochers, Public Representative  
Jocelyne Ritchot, Public Representative

## Psychiatric Nursing Education Approval Committee

Isabelle Jarrin RPN, Chair  
Doreen Fey RPN  
Patrick Griffith RPN  
Ashley Stewart RPN  
Carole Lupkowski, Public Representative



## A Note About Committees

The Council establishes committees, such as the standing committee that ensures effective Council governance, leadership and succession or the standing committee that approves psychiatric nursing education programs.

The duties of some committees are set out in The Regulated Health Professions Act. The Continuing Competency Committee, and the Complaints Investigation and Inquiry Committees are examples.

# Setting Standards for Psychiatric Nursing Education

## Psychiatric Nursing Education Approval

One of the core responsibilities of our College is to establish, uphold, and enforce academic standards and qualification requirements for membership registration. To ensure compliance, we actively monitor and regulate these standards. The Standards and Indicators for the Approval of Psychiatric Nursing Education Programs in Manitoba (“Education Standards”) serve as essential benchmarks guiding the CRPNM’s education program review and approval process.

## Approved Education Programs

### The Bachelor of Science in Psychiatric Nursing (BScPN) Program

The Bachelor of Science in Psychiatric Nursing (BScPN) program at Brandon University is the approved psychiatric nursing education program in Manitoba. The BScPN program was formally evaluated in 2024. On June 8, 2024, the CRPNM Council granted the Bachelor of Science of Psychiatric Nursing program at Brandon University a full 5-year approval until June 2029.

### 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 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. Learn more about the Registered Psychiatric Nurse- Authorized Prescriber role and approved education [here](#).

# Promoting Good Practice, Preventing Poor Practice



## Practice Support

Fifty-one percent (51%) or 246 of practice calls supported RPNs to understand professional practice expectations and the requirements of the Act, the Regulations, the Standards, and the Code of Ethics. Practice consultations promote discussion, self-reflection, clinical and ethical decision making and sound professional judgment.

## Promoting Best Practice

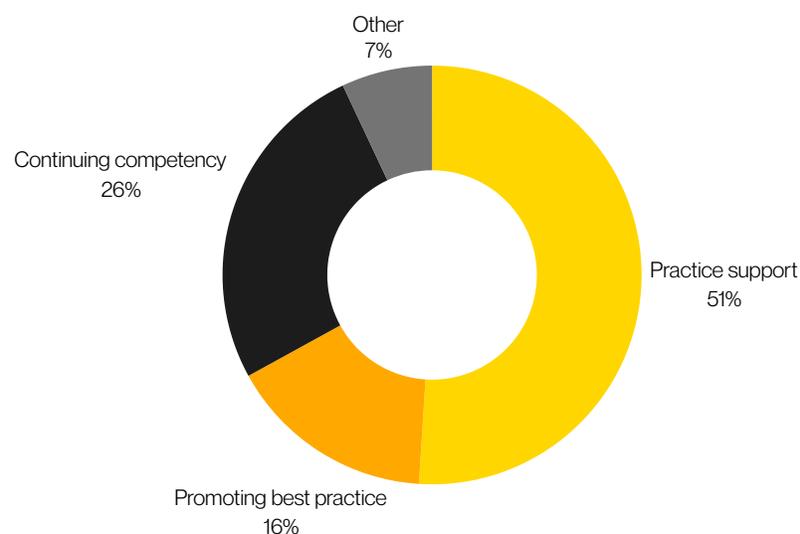
Sixteen percent (16%) or 77 of practice calls were about legal liabilities, policy application, ensuring safe and evidence-based practices, and promoting healthy professional boundaries. Additional guidance on practice is provided through practice directions which are available on the College's [website](#). RPNs seeking legal advice related to their practice can also use the services provided by the Canadian Nurses Protective Society.

## Continuing Competency

Engaging members in a Continuing Competency Program is crucial for enhancing the professional growth of RPNs, the profession, and the quality of care provided to Manitobans. Twenty six percent (26%) or 128 of practice calls were about continuing competency and fitness to practice.

## Other

Seven percent (7%) or 34 of practice calls were questions from employers and others about RPN education and practice.



# Manitoba RPNs



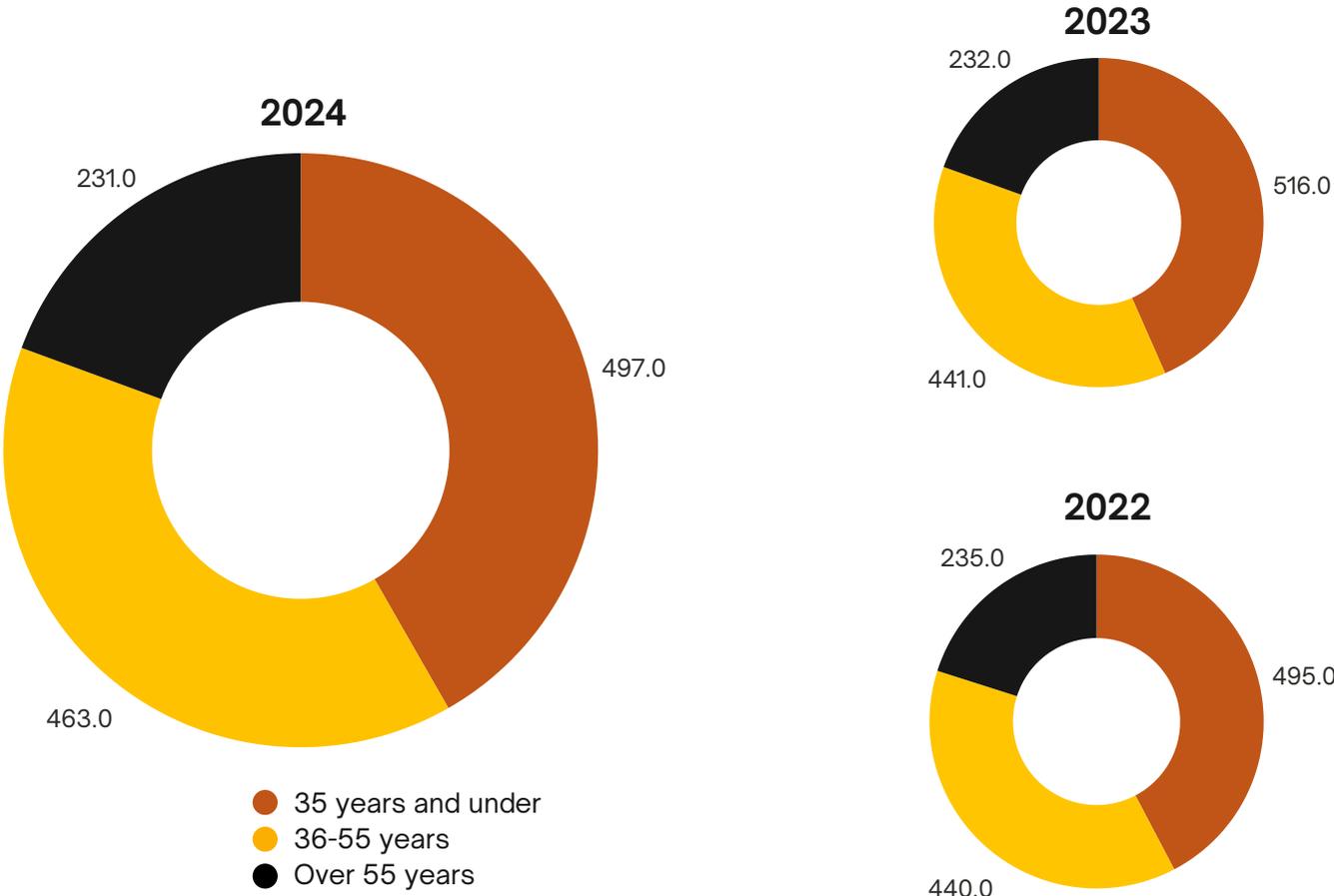
The total number of registrants increased by only two compared to the previous year.

Several factors have contributed to the limited growth in 2024, including:

- A decline in the graduation rate in 2024 which has further impacted overall registration numbers.
- Retirement and career changes have resulted in more RPNs leaving the profession than entering it.
- Migration to other jurisdictions has limited local registration growth, as RPNs relocate for new opportunities.

RPN total includes Graduate and Temporary registrars.

## Age of Registrants



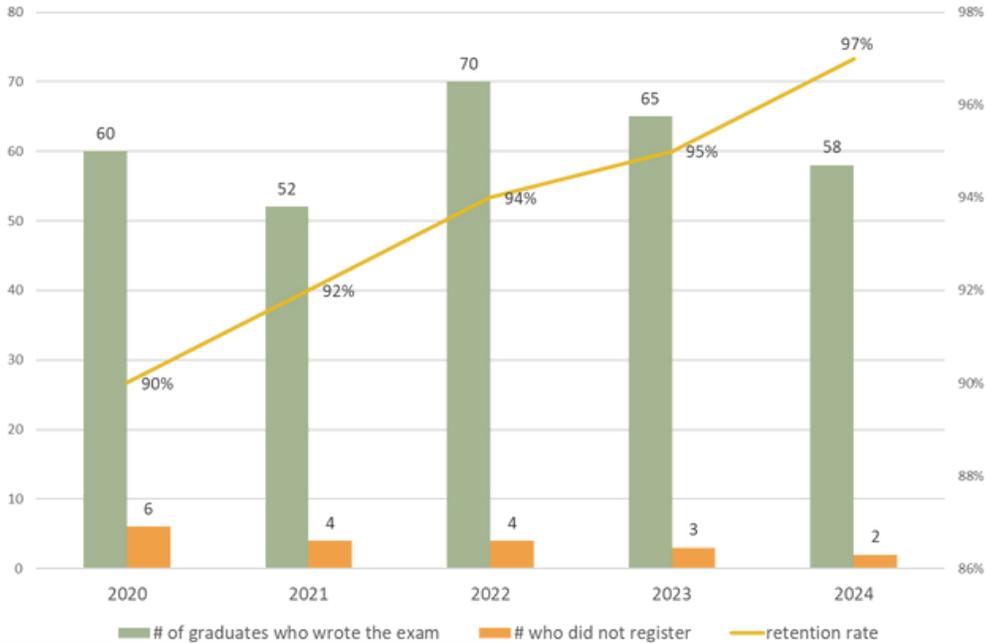
# Manitoba Graduates



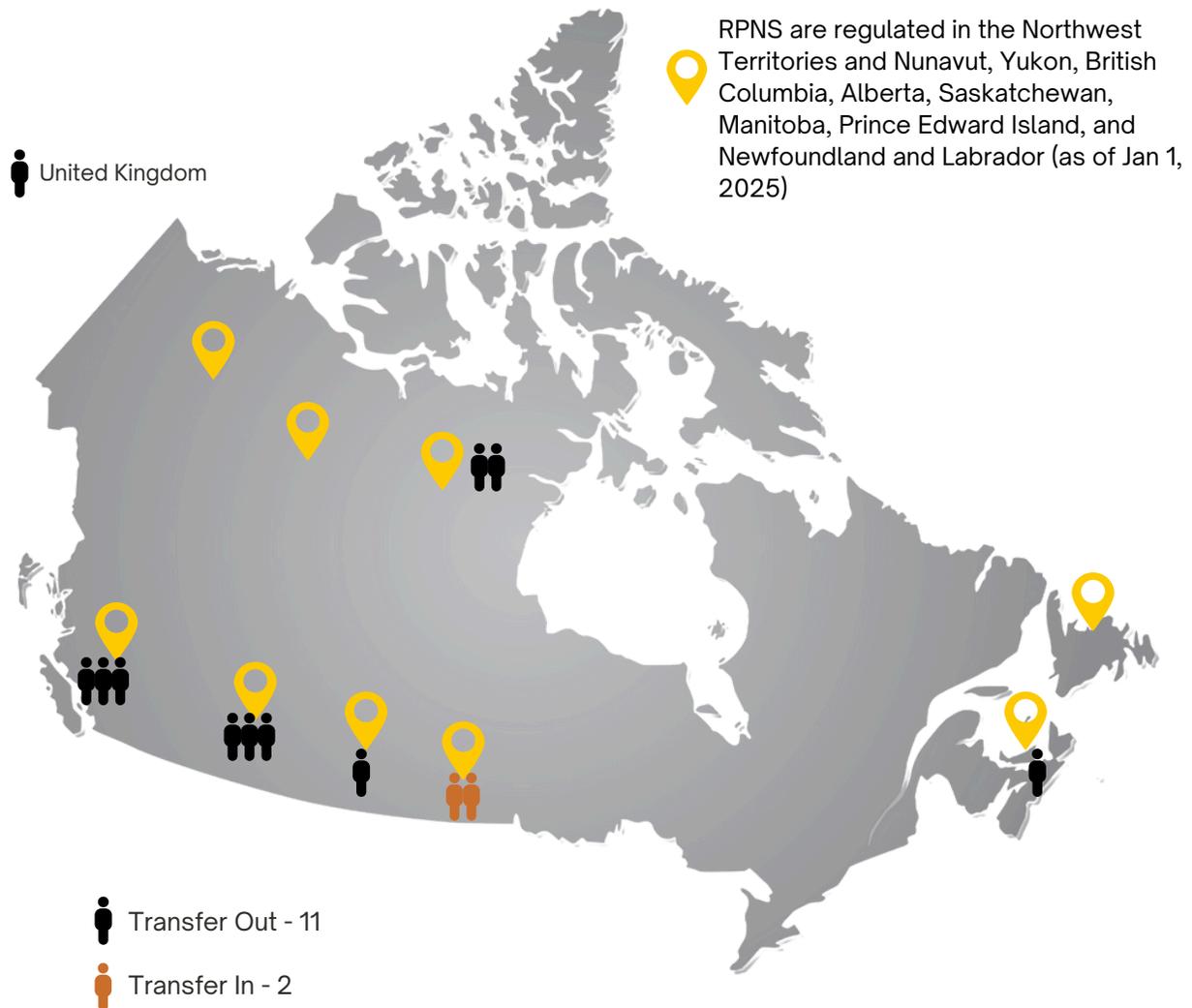
“**Graduates**” is defined as those individuals who have successfully completed the Bachelor of Science in Psychiatric Nursing (BScPN) program and who have met all the requirements for registration, except for the entry to practice examination. The Registered Psychiatric Nurses of Canada Examination (RPNCE) is the approved entry to practice examination.

The retention rate of graduates improved in 2024; however, the total number of graduates fell short of expectations due to attrition within the psychiatric nursing education program.

Funding was allocated to expand the number of seats in the BScPN program at Brandon University, phased in over two years. The first cohort from this expansion is expected to graduate in 2025, with 69 projected graduates, fewer than the number of funded seats. Graduation rates will continue to influence overall registration numbers until they stabilize and return to expected levels.



# RPN Mobility



In 2024, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) received 11 requests for registration verification for relocation to another jurisdiction, a notable decrease compared to previous years. However, based on verification requests over the past five years, Manitoba may have experienced a net loss of up to 66 RPNs to other provinces or territories. Meanwhile, in-migration continues to decline, with only two RPNs registering in Manitoba from other jurisdictions in 2024.

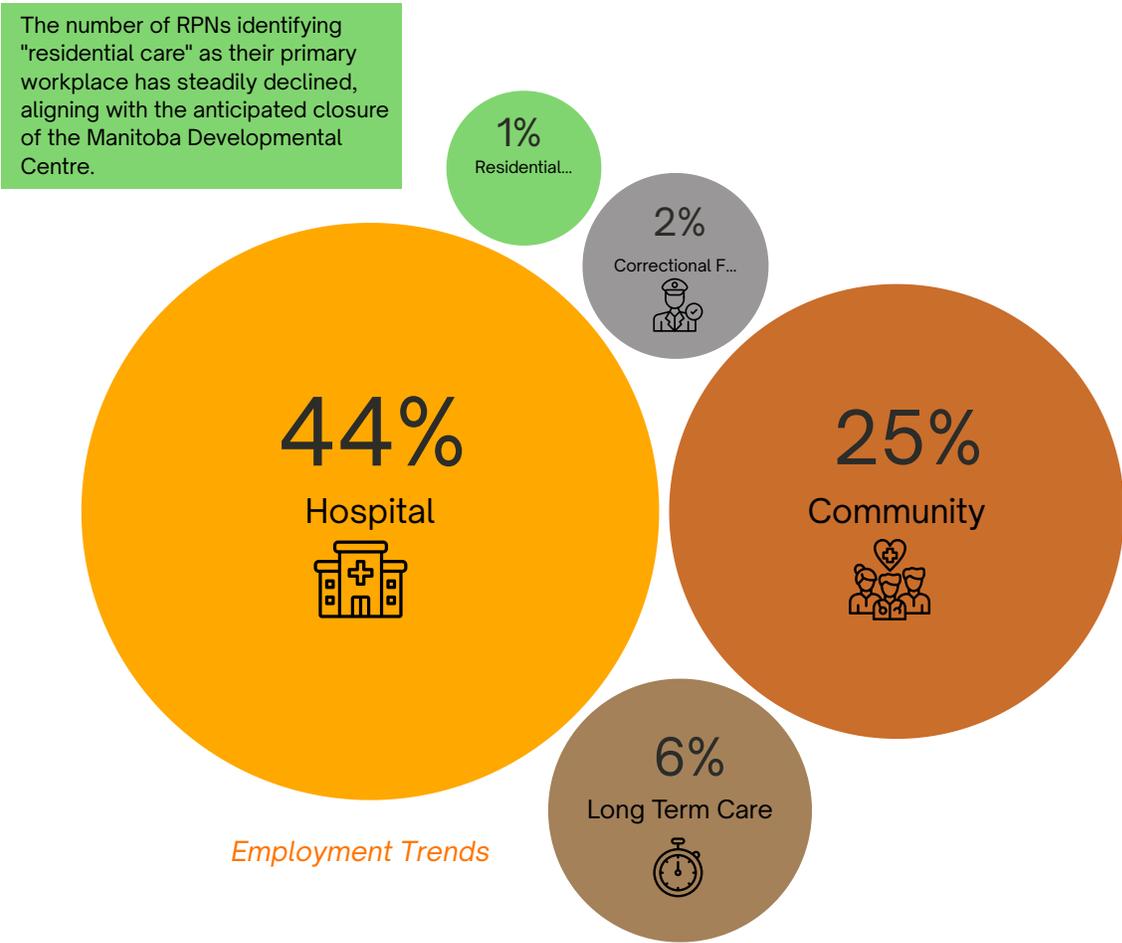
This net loss is partially attributed to the regulation of RPNs in the Northwest Territories and Nunavut, which came into effect on January 1, 2024. Previously, RPNs practicing in these territories were registered in Manitoba, but the introduction of local regulatory frameworks has prompted some to transition their registration accordingly. Additionally, employment opportunities and financial incentives elsewhere have likely influenced this trend, contributing to the overall decline in Manitoba's RPN workforce.

In 2025, the College will assess the extent to which RPNs maintain registration across multiple jurisdictions.

# Place of Practice

RPN practice data is based on self-reported information, with 25% of RPNs indicating they have more than one employer.

Employment trends, which reflect the primary place of practice for 1,176 RPNs, remain largely consistent with 2023. At the end of 2024, 15 RPNs did not provide a primary place of practice.

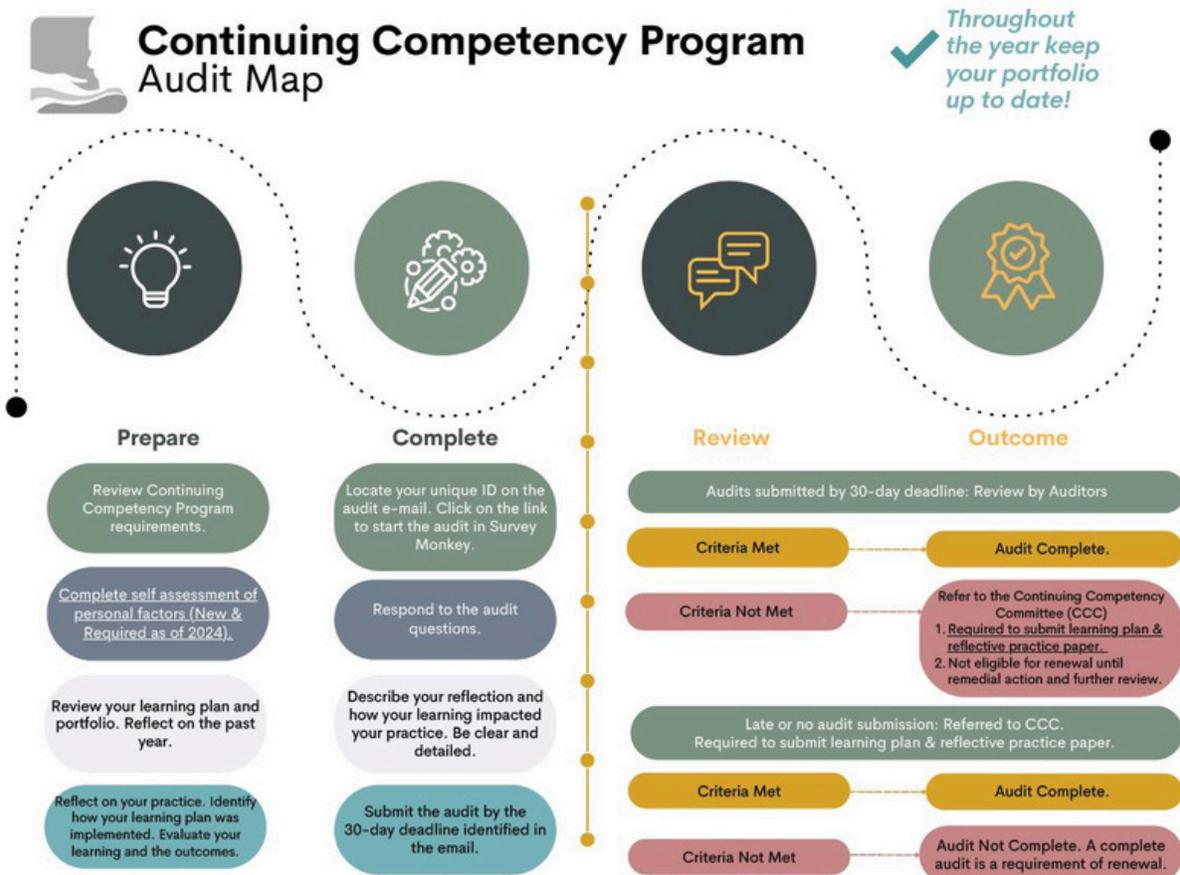


## Practice Outside of the Publicly Funded Health System

8% of RPNs report that their primary place of practice is outside the publicly funded health system, working for agencies, private businesses, industries, or as self-employed RPNs. When additional employers, such as second and third workplaces, are factored in, the proportion of RPNs practicing outside the publicly funded system rises to 14%.

# Continuing Competency

One of the College’s key responsibilities is to develop, implement, and oversee a continuing competency program that supports RPNs in maintaining their professional competence while advancing the standards of the profession. Each year, 25% of RPNs with a certificate of practice are randomly chosen for an audit.



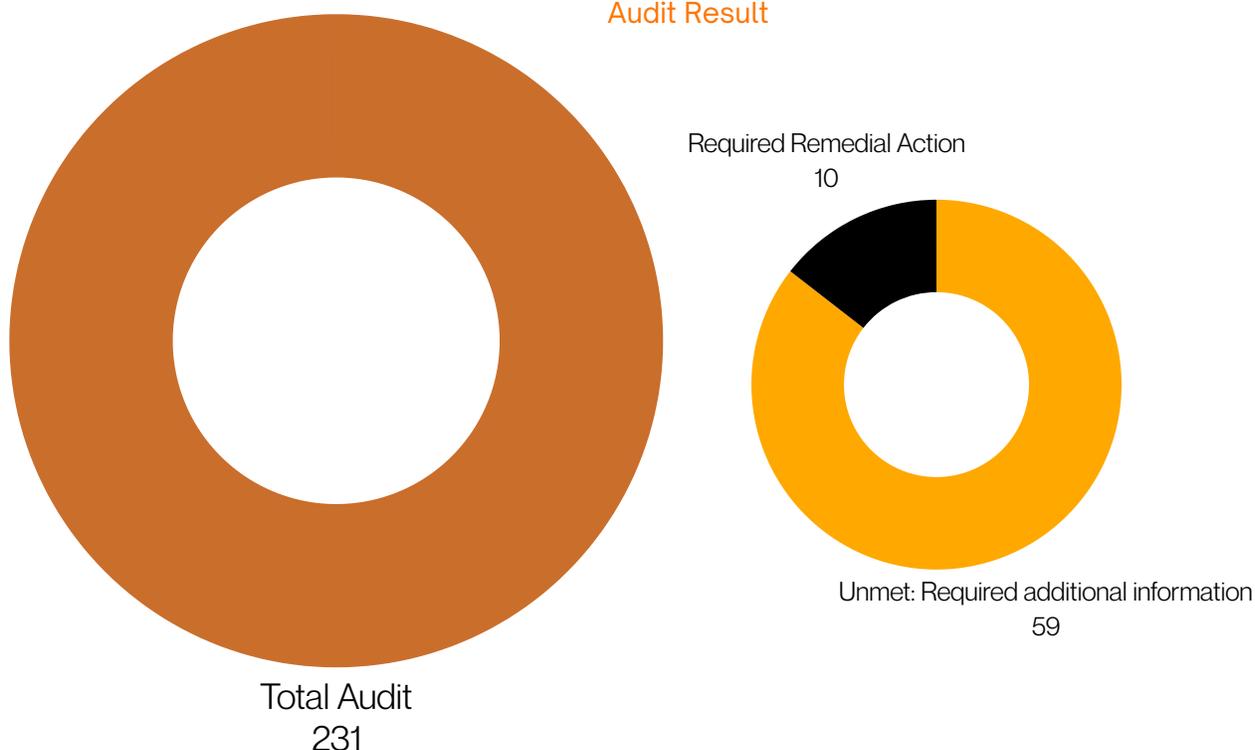
# Continuing Competency



The audit serves as a vital mechanism for accountability, ensuring that Registered Psychiatric Nurses (RPNs) remain engaged in their professional development and uphold established standards. By fostering continuous learning and adherence to best practices, it enhances patient care, strengthens professional integrity, and reinforces public confidence in psychiatric nursing.

In 2024, audits lacking sufficient evidence of Continuing Competency activities were referred to the Continuing Competency Committee (CCC) for review. Of the 59 unmet audits, 10 required remedial action. Nine members successfully completed the process, while one voluntarily chose not to renew their certificate.

## Audit Result



# 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 Complaints Investigation Committee (the “CIC”) is a statutory committee of the College which investigates complaints and, where appropriate, resolves them informally and/or makes other decisions as set out in The Regulated Health Professions Act (the “Act”).

## Inquiry Committee Decisions

The Inquiry Committee (the “IC”) is a statutory committee of the College which holds hearings on matters referred to it by the CIC. The IC makes disciplinary decisions about the conduct of investigated members.

The College publishes disciplinary decisions in accordance with the Act for the purposes of:

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

Discipline decisions are the findings of the College’s Inquiry Committee. They inform members and the public of the outcome of discipline hearings. The Decision and Reasons of the Inquiry Committee Panels can be found here:

[College of Registered Psychiatric Nurses of Manitoba](#)

## The Year in Numbers



New Complaints or Employer Reports



Number of Inquiry Committee Hearings



Referrals to the Complaints Investigation Committee (CIC)



Not Referred to CIC\*\*

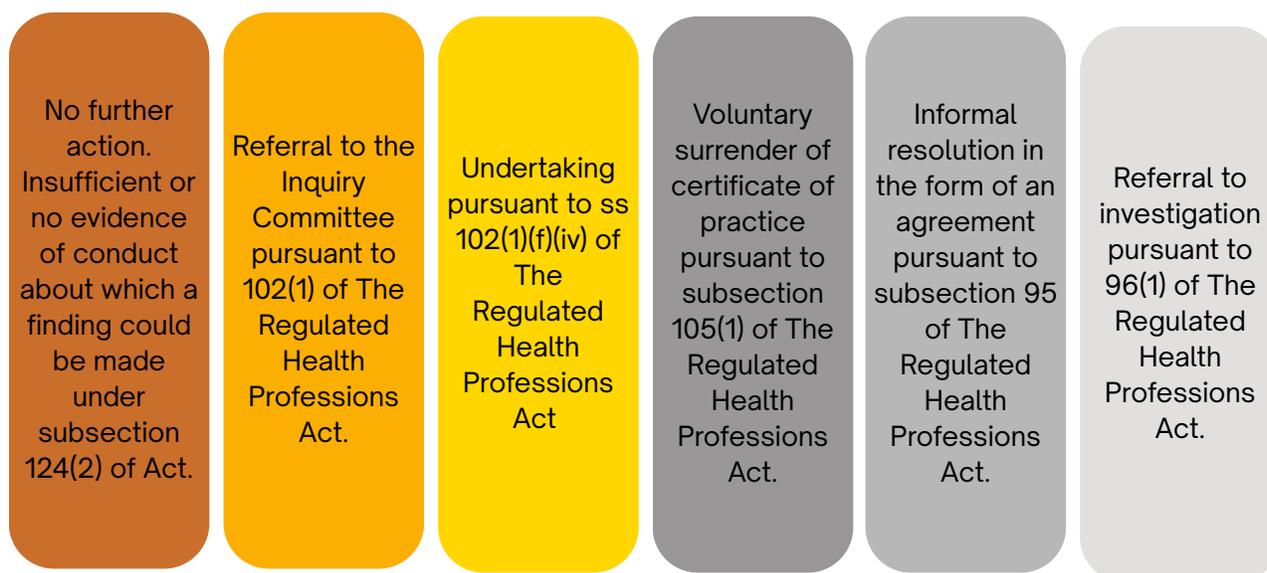
\*\*Not Referred or dismissed Pursuant to 91(2) of the Act

# Summary of Complaints

Allegations	Total Number
Professional boundary violations which included allegations related to inappropriate relationships with clients, inappropriate influence on client decision making, unwarranted removal of personal belongings, bullying	7
Unsafe/unskilled practice which included allegations related to inadequate assessment, inadequate documentation, unsafe medication practices, ineffective communication, inappropriate psychiatric nursing interventions, inappropriate delegation, failure to communicate limitations and seek out resources, lack of referral to other health care providers	5
Inappropriate/unauthorized access to personal health information, which included breaches of confidentiality	2
Unprofessional conduct which included unauthorized use of resources and dishonesty	2
<b>Total</b>	<b>16*</b>

\* The total number of complaints exceeds the actual number of reported incidents, as most complaints involve multiple allegations.

## The Complaints Investigation Committee made the following decisions in 2024



# Finance Report



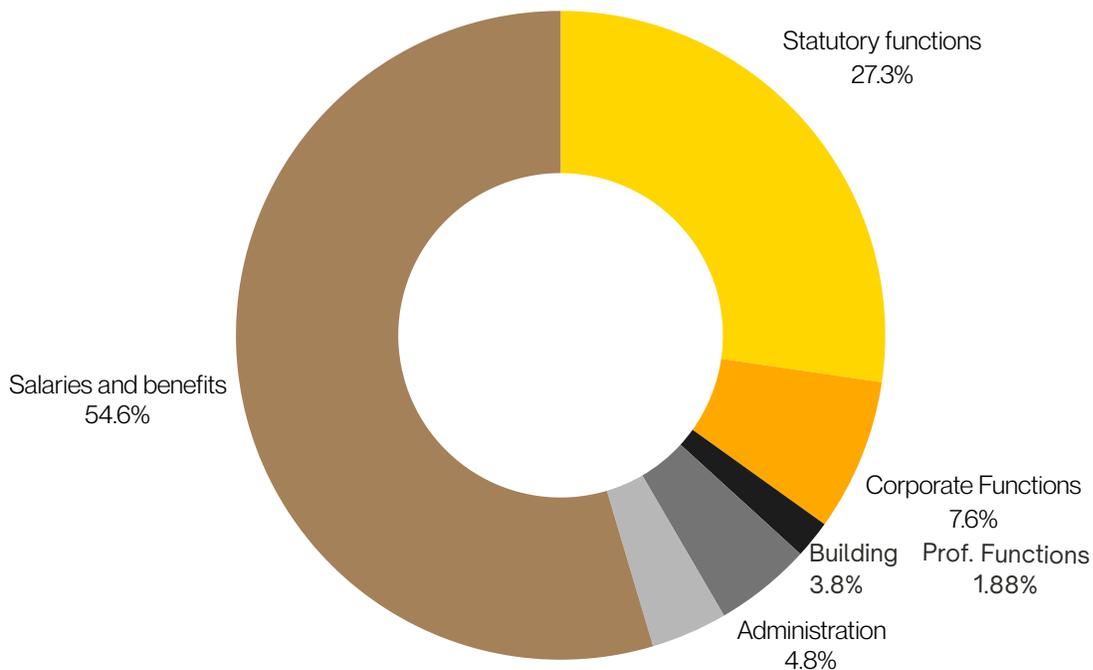
## Allocation of CRPNM funds for the year 2024

The College Council has officially approved the audited financial statements for the fiscal year ending December 31, 2024. You can access the full audited financial statement [here](#).

For a detailed breakdown of expenditures, page 11 of the report outlines General Fund Expenses by category, along with a comparison to the previous year. Notably, the Statutory Functions category includes costs related to:

- Professional conduct (investigations and discipline),
- Registration,
- Education program approval.

The audited financial report will be formally presented at the CRPNM Annual General Meeting on June 26, 2025, where Council members and staff will be available to address any questions.





# Contact Us

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 [crpnm@crpnm.mb.ca](mailto:crpnm@crpnm.mb.ca)



The College of Registered Psychiatric Nurses of Manitoba (CRPNM) is relocating to a new office space in the summer of 2025.

Our new address will be **210 Commerce Drive, Winnipeg.**

We are pleased to share this location with other regulatory bodies, including the College of Registered Nurses of Manitoba, the College of Midwives of Manitoba, and the College of Pharmacists of Manitoba.

We are committed to ensuring a smooth transition, with no disruption to our regulatory services. Please note that our phone number and email address will remain unchanged.

