

THE COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF MANITOBA

IN THE MATTER OF: *The Regulated Health Professions Act, CCSM, c. R117*
(the “Act”)

AND IN THE MATTER OF: **KARA TRUELOVE, a registered psychiatric nurse**
registered with the College of Registered Psychiatric
Nurses of Manitoba (the “Member”)

AND IN THE MATTER OF: **An Order of an Inquiry Committee Panel dated March**
15, 2024

AND IN THE MATTER OF: **A review pursuant to section 126(6) of the Act of the**
Member’s breach of the Inquiry Committee Panel Order.

**DECISION AND REASONS OF
A PANEL OF COUNCIL PURSUANT TO
SECTION 126(6) OF THE ACT**

**College of
Registered Psychiatric Nurses
of Manitoba**

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(the “Act”)

AND IN THE MATTER OF: **KARA TRUELOVE, a registered psychiatric nurse registered with the College of Registered Psychiatric Nurses of Manitoba (the “Member”)**

AND IN THE MATTER OF: **An Order of an Inquiry Committee Panel dated March 15, 2024**

AND IN THE MATTER OF: **A review pursuant to section 126(6) of the Act of the Member’s breach of the Inquiry Committee Panel Order.**

DECISION AND REASONS

Panel of Council: Wanda Brine, RPN - Chair
Carrie Sokolan, RPN
Sherry Brown– Public Representative

Member: Kara Truelove

Counsel to the Panel: William G. Haight
Phillips Aiello

Introduction

1. By a Notice of Hearing dated August 8, 2023, the Member was charged with:
 - failing to exercise critical thinking and clinical judgment by not engaging with or assessing a patient and developing a plan of care; and
 - failing to document or properly document observations and/or assessment of the patient.(the “Notice of Hearing”)
2. On February 23, 2024, an Inquiry Committee Panel of the College of Registered Psychiatric Nurses of Manitoba (the “College”) held a hearing into the charges in the Notice of Hearing. At that hearing, the Member pled guilty to all charges.

3. By Reasons for Decision dated March 15, 2024, the Inquiry Committee Panel ordered the following sanctions upon the Member:

- (a) a reprimand;
- (b) a fine of \$2,500.00;
- (c) contribution to the costs of the investigation and the Inquiry Committee hearing in the amount of \$5,000.00;
- (d) the Member will have a condition placed on her Certificate of Practice requiring that:
 - i. for a period of 1,800 hours of practice, her employer must submit reports after 450 hours of practice, which reports, at a minimum, are to include an assessment of the Member's ability to apply the nursing process in her practice, her understanding and implementation of policies and assessment tools, her clinical decision making and reasoning, her therapeutic engagement with clients, and, her ability to prioritize her workload and identify when assistance is required; and
 - ii. the Member is responsible for informing her employer about these conditions; and
- (e) the Panel's decision will be made available to the public.

(the "Order")

4. On or about March 4, 2025, the College received a letter from one of the Member's employers reporting the Member to the College for failure to disclose the conditions imposed by the Order. The letter also advised that the Member was no longer employed by that employer.

5. Pursuant to section 126(6) of the Act, a panel of council was convened in order to review the Member's contravention of the Order.

Facts

6. By letter dated March 5, 2025, the College wrote to the Member and advised that it had been informed of her breach of the Order. The Member was advised that a contravention of an Order is subject to review by council and she was requested to advise whether she disclosed the Order conditions to her employer, and if not, why she had not done so. A response was requested within seven (7) days.
7. On March 11, 2025, the Member responded as follows:
 - (a) She apologized to the College for failing to comply with the conditions of the Order;
 - (b) She had advised her primary employer ("Employer "A") of the conditions and had advised two other prospective employers of the conditions;
 - (c) She had accepted part time employment with another employer ("Employer B"), but failed to disclose the Order conditions to Employer B.
 - (d) She could not recall why she did not advise Employer B. Up to the time of accepting employment with Employer B, she had been careful to make sure she advised her employer and prospective employers of the conditions. Her best recollection was that given the casual position with Employer B and that Employer B would not be performing the employer reports required by the Order, she simply forgot to tell Employer B about the conditions.
8. Upon being advised that a panel of council would be convened to review the contravention pursuant to subsection 126(6) of the Act, legal counsel for the Member contacted the College and requested an extension of time to provide further information to the Panel. The reason for the extension requested was due to legal counsel's schedule and not the Member's.

9. An extension was granted and on April 23, 2025, the Member provided a further written submission to the College. Again, the Member apologized for the breach of the Order and repeated that her error was completely accidental and unintentional. She stressed that she has complied with all other aspects of the Order. In particular, she ensured her employer submitted regular practice reports and understood that these reports reflected positively on her skills as a nurse. The Member suggested that the panel of council consider issuing a reprimand and order that she pay the costs of this additional investigation. She suggested this would serve as a sufficient deterrent and reminder of her ongoing obligations to the College.

10. Pursuant to section 126(6) of the Act, a panel of council (the “Panel”) convened on May 6, 2025, to consider the breach and potential sanction. The material reviewed by the Panel was as follows:
 - (a) The Decision and Reasons of the Inquiry Committee Panel dated March 15, 2024;
 - (b) A letter from Employer B dated March 3, 2025 advising of the breach of the Order;
 - (c) A letter of March 5, 2025 from the College to the Member advising of the letter from Employer B and seeking the Member’s response;
 - (d) The Member’s response dated March 11, 2025;
 - (e) The final report of Employer A dated March 27, 2025; and
 - (f) The Member’s further submission received April 23, 2025.

11. The final report from Employer A was positive. Among other things, the employer reported positively regarding:
 - (a) The Member's ability to apply the nursing process in her practice;
 - (b) The Member's understanding and implementation of policies and assessment tools;
 - (c) The Member's clinical decision making and reasoning;
 - (d) The Member's therapeutic engagement with clients; and
 - (e) The Member's ability to prioritize workload and identify when assistance is required.

Analysis and Decision

12. The Panel was advised that a proceeding under section 126(6) of the Act has not previously occurred. The Panel therefore retained legal counsel to assist with issues such as the Panel's authority and jurisdiction.
13. In reaching its decision, the Panel noted that section 126(6) permits council to suspend or cancel the Member's registration without a hearing. The Panel does not believe its authority is restricted solely to these potential sanctions. The breach of the Order must be reviewed in a manner which has regard to its circumstances, the circumstances of the Member and, most importantly, the interest of the public. The breach must be reviewed in a manner that carries out the College's mandate to govern its members in a manner that serves and protects the public interest. The sanction to be ordered for the Member's conduct must be appropriate and consistent with, and not contrary to, the Act, the Regulations or By-Laws.

14. The Panel notes the following:
 - (a) The Member has been accountable for the breach and has expressed contrition which is accepted as authentic;
 - (b) The Member is a relatively new member of the profession and prior to the Order had no disciplinary record;
 - (c) The Member was compliant with the Order regarding her dealings with Employer A and with two (2) other prospective employers;
 - (d) Employer A was the primary employer who was reporting to the College regarding the conditions on the Member's practice;
 - (e) When the College received notice of the contravention of the Order from Employer B, the Member was close to completing the conditions under the Order;
 - (f) The final report from Employer A was positive.
15. Any breach of an Order is a serious matter. The public needs to be assured that the College will react appropriately to supervise the conduct of its members. In addition, the members of the profession need to be made aware that breaches, even if inadvertent, will be treated seriously. The public expects strict adherence to orders issued by the College.
16. The Panel believes that the public's confidence in the integrity of the College's ability to properly supervise the conduct of its members requires the following disposition:
 - (a) a reprimand;
 - (b) a fine of \$750.00;
 - (c) costs of \$1,000.00; and
 - (d) publication of this decision.
17. The costs ordered do not represent all costs incurred by the College to deal with the Member's contravention of the Order.

18. These reasons will be signed in counterpart by the Panel members and an electronic copy of these signatures shall be provided to the Member and employer.

DATED at Winnipeg, Manitoba, the 16th day of May, 2025.

Wanda Brine
Wanda Brine (May 16, 2025 16:37 CDT)

WANDA BRINE, RPN - Chair

C.S.
Carrie Sokolan (May 16, 2025 14:58 CDT)

CARRIE SOKOLAN, RPN

Sherry Brown

SHERRY BROWN, Public Representative