



THE COLLEGE OF  
REGISTERED PSYCHIATRIC NURSES of MANITOBA

# ANNUAL REPORT

# 2023

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# Land Acknowledgement

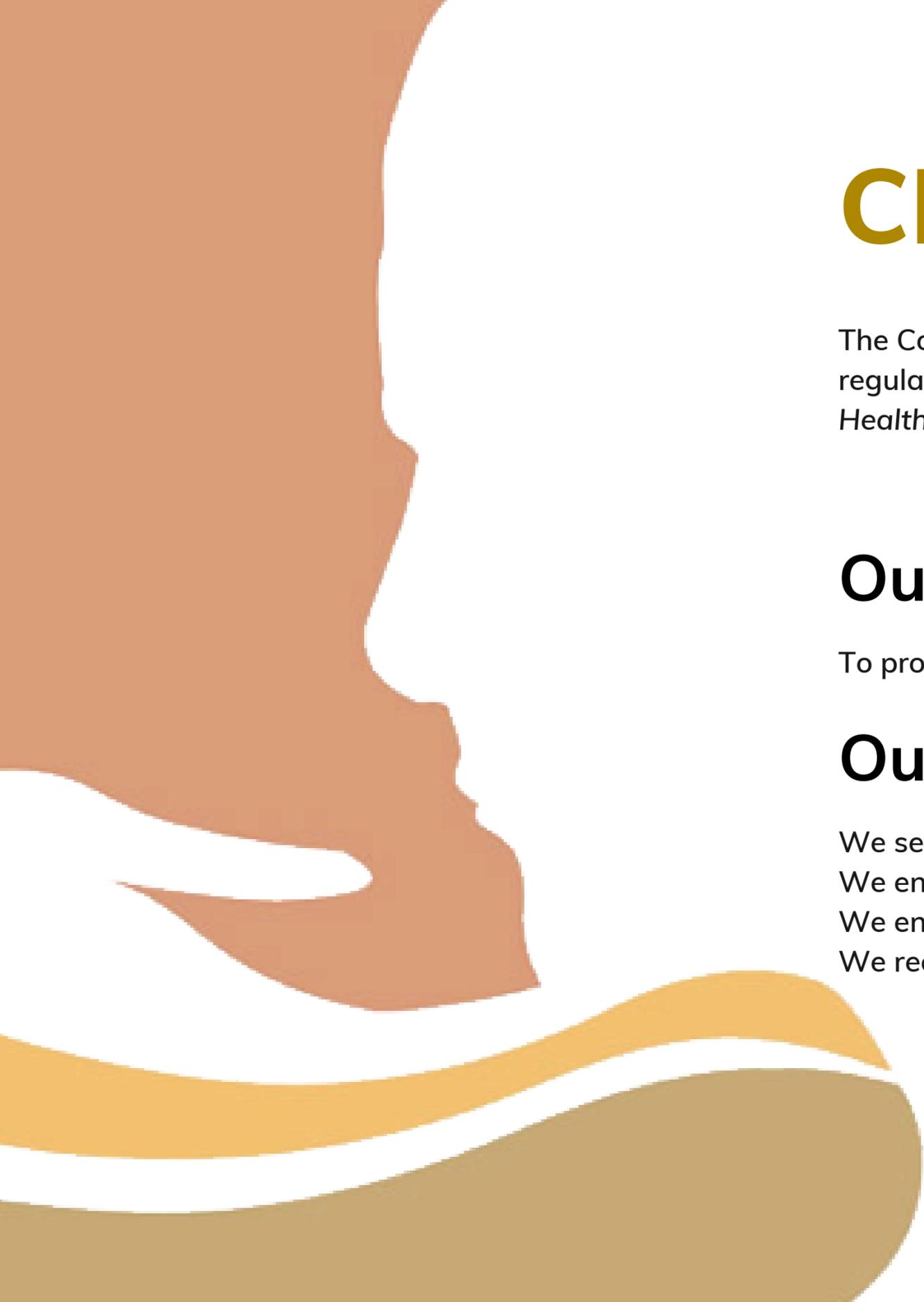
We acknowledge that Manitoba is on the original lands of the Dakota, Anishinaabeg, Cree, Oji-Cree, Dené, Inuit and Métis Nation.

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.





# 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

In a landscape of continual change, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) finds that we are also changing. 2023 was a year characterized by our continued implementation of the new act and regulations, a journey that will modernize our governance, and a deepening commitment to Truth and Reconciliation.

Whether driven by regulatory shifts, system or workforce challenges, or a desire to implement the best regulatory practices, the need to change and grow remains constant. We are making deliberate and strategic decisions to grow in our thinking and actions in the context of a dynamic external environment.

Through it all, our commitment to regulating the registered psychiatric nursing profession in Manitoba in a manner that serves and protects the public interest remained unchanged. This commitment is evident throughout the pages of this annual report, where we present the highlights of our activities in 2023.

## Implementing Regulatory Change

The Regulated Health Professions Act (RHPA) became our governing legislation on June 1, 2022. We prioritized the changes that needed to be implemented immediately and focused on our first renewal under this new act.

In 2023, we continued to implement the requirements of the RHPA starting with the requirement that RPNs undergo a Criminal Record Check with Vulnerable Sector Search, a Child Abuse Registry Check, and an Adult Abuse Registry Check every five years. With consideration to the potential system impacts of this change, we implemented these background checks in stages. 289 RPNs had to meet this requirement to renew their certificate of practice in 2023.

New policies and by-laws were needed to implement the provisions that permit Registered Psychiatric Nurses to practice as a Health Professions Corporation. Following a period of member consultation, as required by the Act, the Council approved by-laws that included a new section related to Health Professions Corporations. Other by-law changes included changes to the definition of 'good standing', the title of the Executive Director/Registrar and the period for the renewal of a Certificate of Practice. These by-laws were confirmed by the members in attendance at the College's AGM in June 2023 and implemented.

By the end of 2023, we were working with the department of Health, Seniors, and Long-Term Care to explore the regulatory and policy changes that would support a more flexible and accessible pathway for former RPNs to return to the workforce. We welcomed the opportunity to re-imagine the requirements while maintaining our commitment to a regulatory structure that supports Manitobans' access to quality health, mental health, and addiction services.

## Modernizing Our Governance

In 2023, the College expanded its commitment to operational and governance excellence by taking steps to modernize our governance. We reviewed and updated our strategic plan and developed policies and by-laws to enable the Council's vision for a competency-based appointment process. The by-laws were approved in December 2023 following a consultation with our members.

Reforming our Council and Committee governance in this way fosters a culture of inclusivity and diversity and invites a broader range of expertise, perspectives, and backgrounds. We have expanded our recruitment of public representatives and will apply our competency-based selection criteria to Council recruitment processes in 2024.

## Truth and Reconciliation

In 2023, the CRPNM continued to deepen its commitment to meaningfully advancing Truth and Reconciliation in our organization. As a partner to the Winnipeg Indigenous Accord, we pledge a commitment to the Truth and Reconciliation Calls to Action and Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA Calls for Justice each year, and we report on our progress. Last year, our actions reflected our commitments to the TRC calls to actions 23 iii, 92, 92.iii.

The Council established a strategy-focused Equity Diversity and Inclusion (EDI) committee in 2023. The committee's mandate will be to embed our commitment to equity, diversity and inclusion and the advancement of reconciliation efforts in the College's organizational structure and amongst its members.

In 2023, we implemented a mandatory Health Equity and Cultural Humility jurisprudence module as a requirement to renew a certificate of practice. We asked our members, and ourselves, to explore and reflect on conscious and unconscious biases and how these might impact our interactions and the services we provide to Manitobans.

## Moving Forward

Our accomplishments rely on the dedicated efforts of our Council, staff, and volunteers. Together, we are committed to collaborating with our members, stakeholders, and government partners to safeguard the public interest, facilitate access to quality mental health services, and uphold the highest standards of psychiatric nursing practice. We encourage any questions or comments regarding the content presented in this report.

Respectfully,



*Wanda Brine*  
Wanda Brine  
Council Chair



*Laura Panteluk*  
Laura Panteluk  
Registrar & Chief Executive Officer



## Our 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  
Sherry Brown, Public Representative  
Joanne Burns, Ministerial Appointee  
Carole Lupkowski, Ministerial Appointee

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## Our 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

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# Our Committees

For more information about our committees, visit [crpnm.mb.ca/about-crpnm/committees](http://crpnm.mb.ca/about-crpnm/committees)

## Governance Committee

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

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## Continuing Competency Committee

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

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## Finance Committee

Joanne Burns, Public Representative, Chair  
Tracy Thiele RPN  
Kristen Kroeker, Public Representative

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## Complaints Investigation Committee

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

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## **Inquiry Committee**

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

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## **Psychiatric Nursing Education Approval Committee**

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

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## **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.

In December 2023, the Council established a strategy-focused Equity, Diversity & Inclusion (EDI) Committee.

# 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 is the approved psychiatric nursing education program in Manitoba. The BScPN program was formally evaluated in early 2024. The Council's approval decision is pending consultation with the Ministers of Health and Advanced Education, as is required by the Act.



## 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, conditional approval until June 2024. Updates/redesign of the reproductive health/STBBI stream are pending.
- 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

The Practice Consultants support members in applying practice guidelines, the Code of Ethics, and the Standards into practice to meet the continuing competency requirements. They have a special role in explaining regulatory requirements and the profession's scope of practice to Registered Practical Nurses, employers, and the public.

## Practice Support

Sixty-one percent (61%) 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.

## Continuing Competency

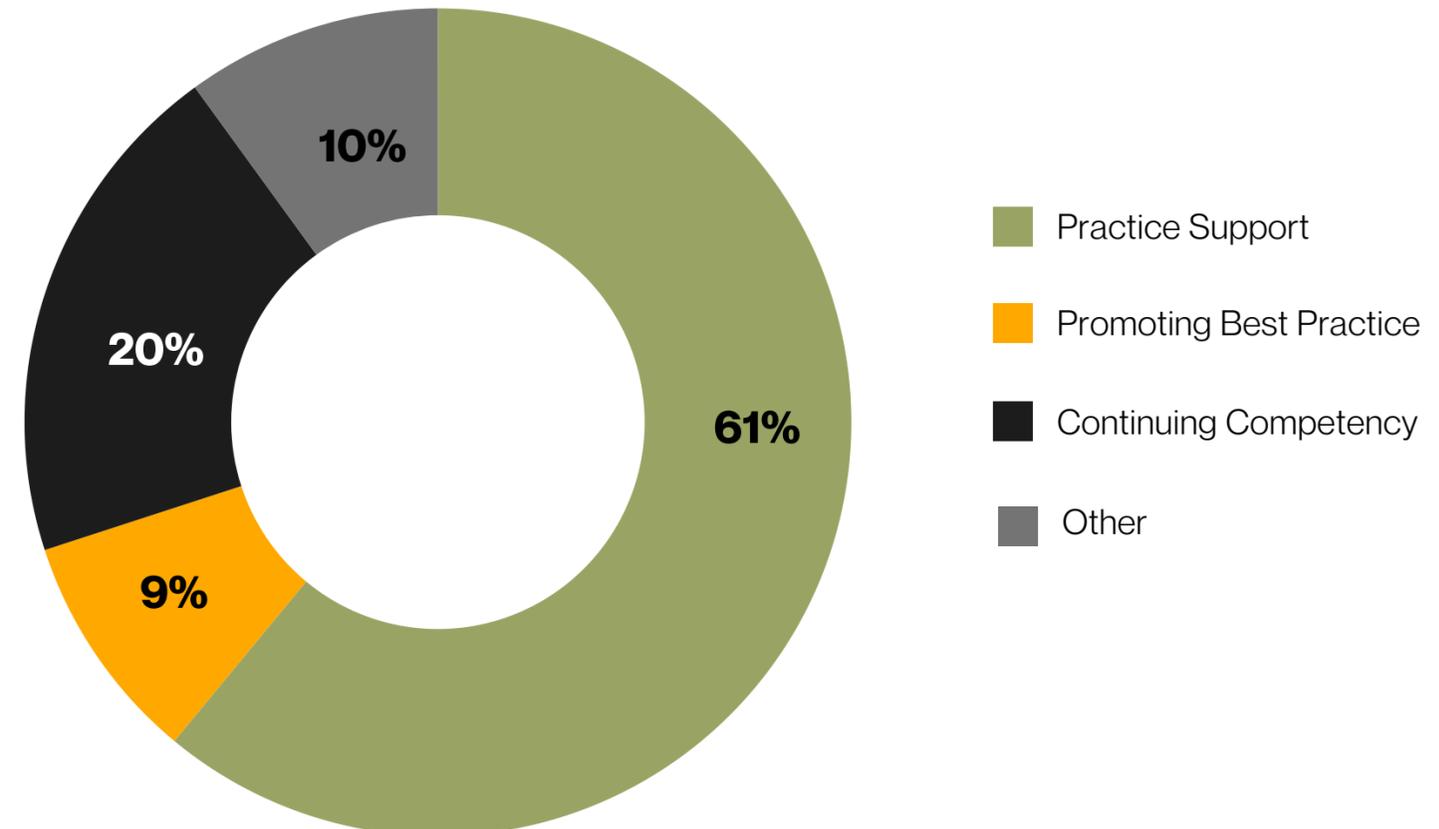
Engaging members in a Continuing Competency Program is crucial for enhancing the professional growth of RPNs, the profession, and the quality of care provided to Manitobans. Twenty percent (20%) of practice calls were about continuing competency and fitness to practice.

## Other

Ten percent (10%) of practice calls were questions from employers and others about RPN education and practice.

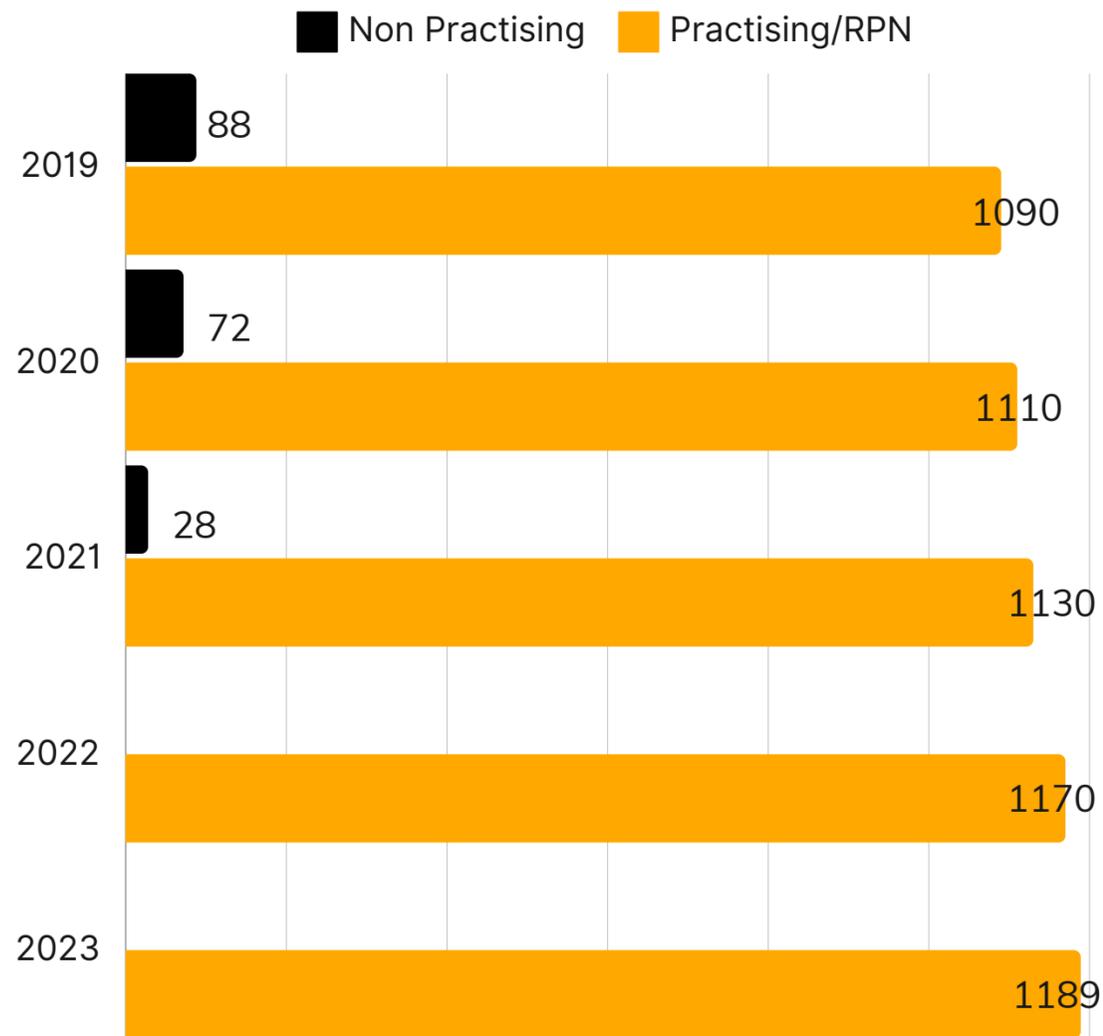
## Promoting Best Practice

Nine percent (9%) of practice calls were about legal liabilities, policy application, ensuring safe and evidence-based practices, and promoting healthy professional boundaries. Additional guidance on practice directions is 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.



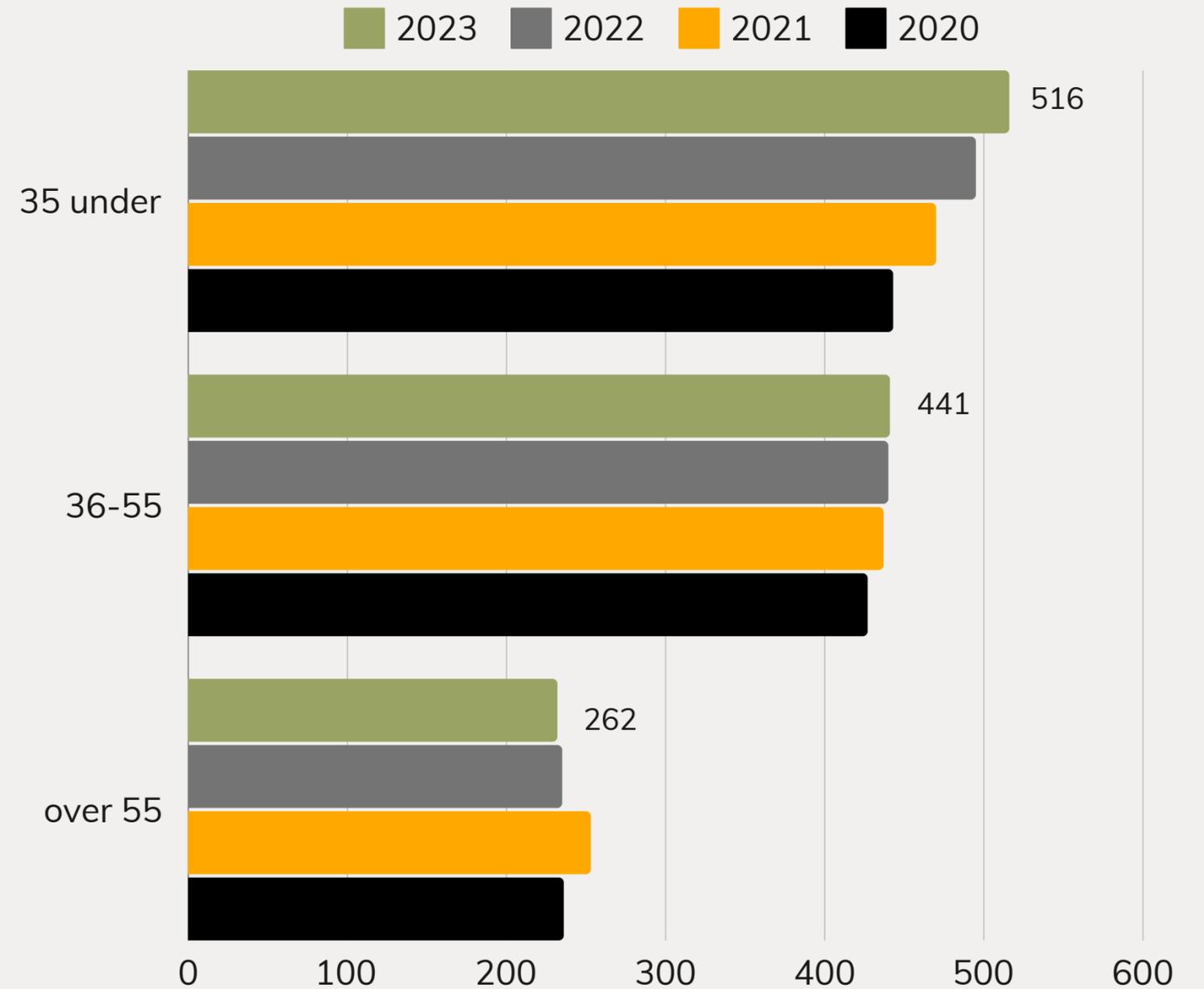
# Manitoba RPNs

## Register



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

## Age



# Manitoba Grads

Year	Graduates	Registered	% Registered
2023	68	65	95%
2022	70	66	94%
2021	52	48	92%
2020	60	54	90%
2019	76	74	97%

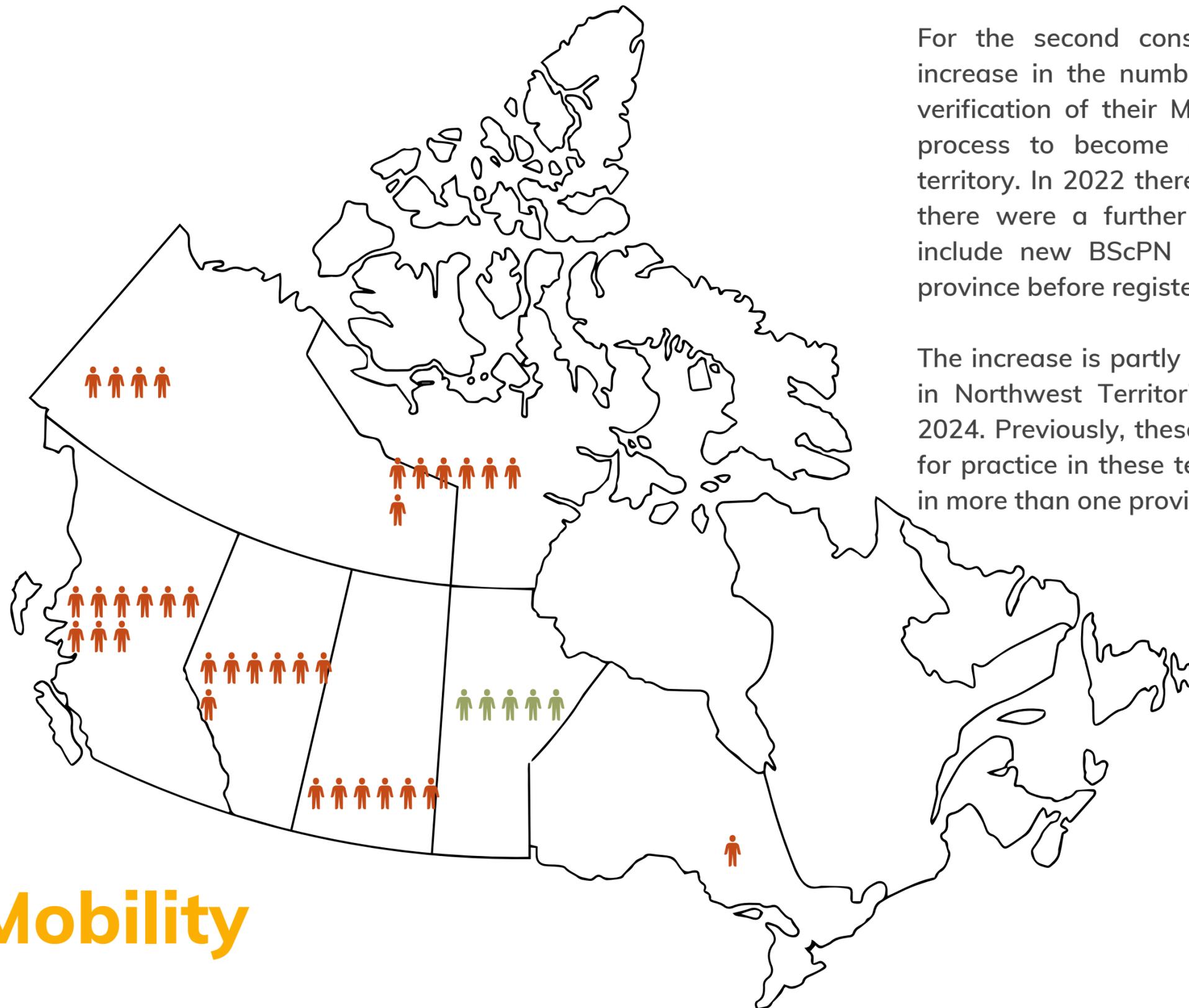
“Graduates” is defined as those individuals who have successfully completed the Bachelor of Science in Psychiatric Nursing (BScPN) program and who have met all the requirements for registration, except for the entry to practice examination.

The Registered Psychiatric Nurses of Canada Examination (RPNCE) is the approved entry to practice examination.

Additional funding provided by the Government of Manitoba to expand the number of seats in the BScPN program at Brandon University was phased in over a two-year period beginning in the 2022/2023 academic year. The first cohort of graduates from the seat expansion is expected in 2025.



-  Transfer Out
-  Transfer In



For the second consecutive year, there has been an increase in the number of RPNs who have requested a verification of their Manitoba registration as part of the process to become registered in another province or territory. In 2022 there were thirty-five such requests and there were a further 35 in 2023. These numbers may include new BScPN graduates who moved to another province before registering in Manitoba.

The increase is partly attributed to the regulation of RPNs in Northwest Territories and Nunavut as of January 1, 2024. Previously, these RPNs were registered in Manitoba for practice in these territories. Some RPNs are registered in more than one province or territory.

# RPN Mobility

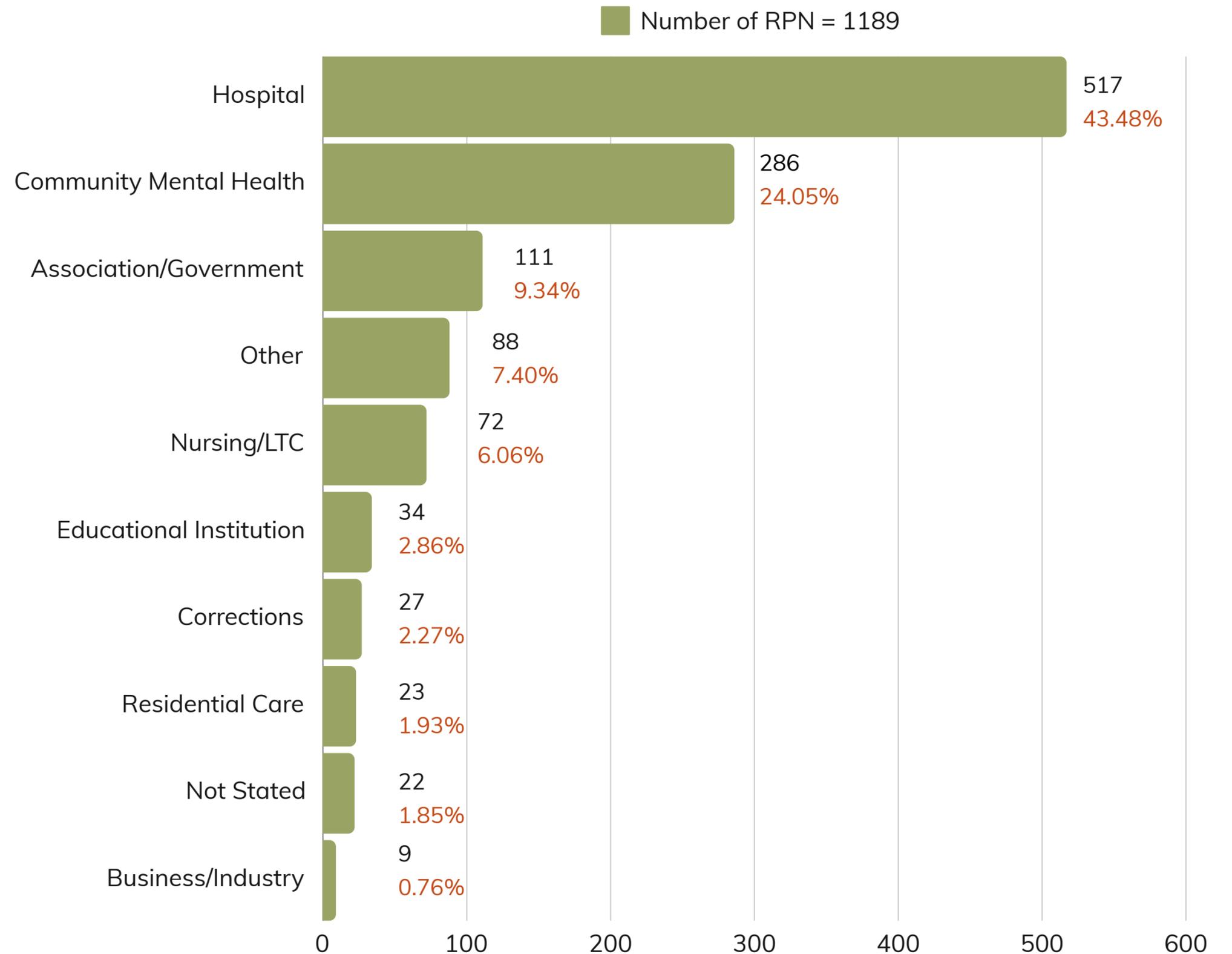
# Place of Practice

RPN place practice data is self-reported. 25% of RPNs have more than one employer. The data represented here is the primary place of practice and has changed only slightly as compared to 2022, except for those identified as “other”.

The “other” category includes places of practice that are outside of the public health system. For example, RPNs who are self-employed (independent practice) and those who work for an agency, or in a physician’s office (for aesthetic nursing, primarily). Practice in these areas is also reported by those who have a second or third place of practice. The “other” category has increased by 4% overall when compared to 2022.

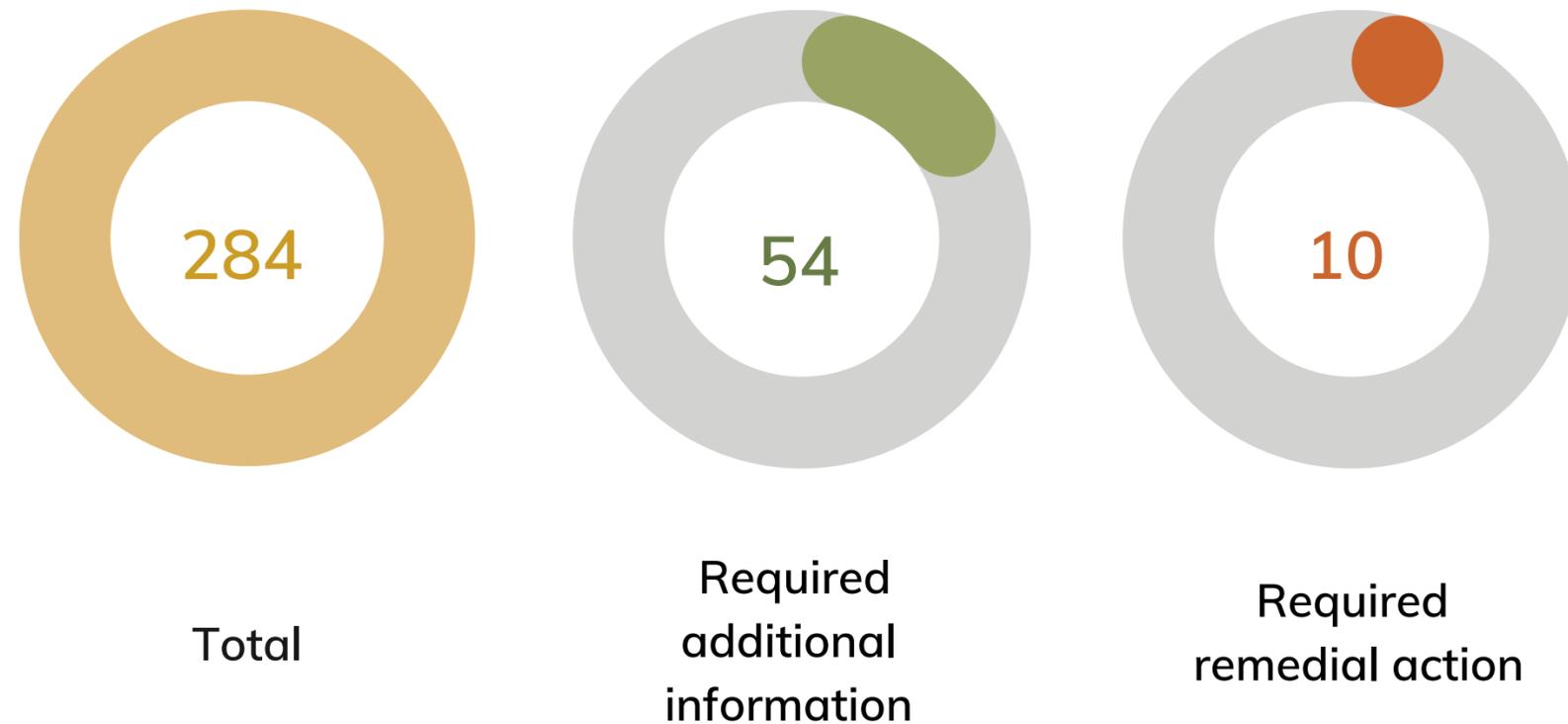
There has been a steady and expected decline in the number of RPNs who report “residential care” as their primary place of practice owing to the pending closure of the Manitoba Developmental Centre.

There has been a year-over-year decrease in the number of RPNs who report they practice in a nursing home or long-term care facility. This is a 32% decrease when 2019 (n=106) is compared to 2023 (n=72).



# Continuing Competency

## CCP Audit Statistics



The Continuing Competency Committee was established by regulation in 2023.

## Continuing Competency Committee

One of the mandates of the College is to develop, establish and maintain a continuing competency program to maintain the competence of the members and enhance the practice of the profession. The College randomly selects 25% of those with a certificate of practice for an audit each year.

In 2023, 19% of the submitted audits were referred to the Continuing Competency Committee (CCC) because they lacked evidence of continuing competency activities. RPNs who are referred to the CCC are required to provide additional information. Remedial action was required in ten cases in order to complete the audit process, which is required to renew a certificate of practice.

# Audit Map



## Prepare

Review Continuing Competency Program requirements.

Complete self assessment of personal factors (New & Required as of 2024).

Review your learning plan and portfolio. Reflect on the past year.

Reflect on your practice. Identify how your learning plan was implemented. Evaluate your learning and the outcomes.



## Complete

Locate your unique ID on the audit e-mail. Click on the link to start the audit in Survey Monkey.

Respond to the audit questions.

Describe your reflection and how your learning impacted your practice. Be clear and detailed.

Submit the audit by the 30-day deadline identified in the email.



## Review

Audits submitted by 30-day deadline: Review by Auditors

Criteria Met

Audit Complete.

Criteria Not Met

Refer to the Continuing Competency Committee (CCC)  
 1. Required to submit learning plan & reflective practice paper.  
 2. Not eligible for renewal until remedial action and further review.

Late or no audit submission: Referred to CCC. Required to submit learning plan & reflective practice paper.

Criteria Met

Audit Complete.

Criteria Not Met

Audit Not Complete. A complete audit is a requirement of renewal.

# 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 seven new complaints or employer reports in 2023.

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 Act.

## 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 the 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 2023.

Discipline decisions, when made, can be found here: [College of Registered Psychiatric Nurses of Manitoba \(crpnm.mb.ca\)](https://www.crpnm.mb.ca).

## Complaints, Discipline, and Appeals Process



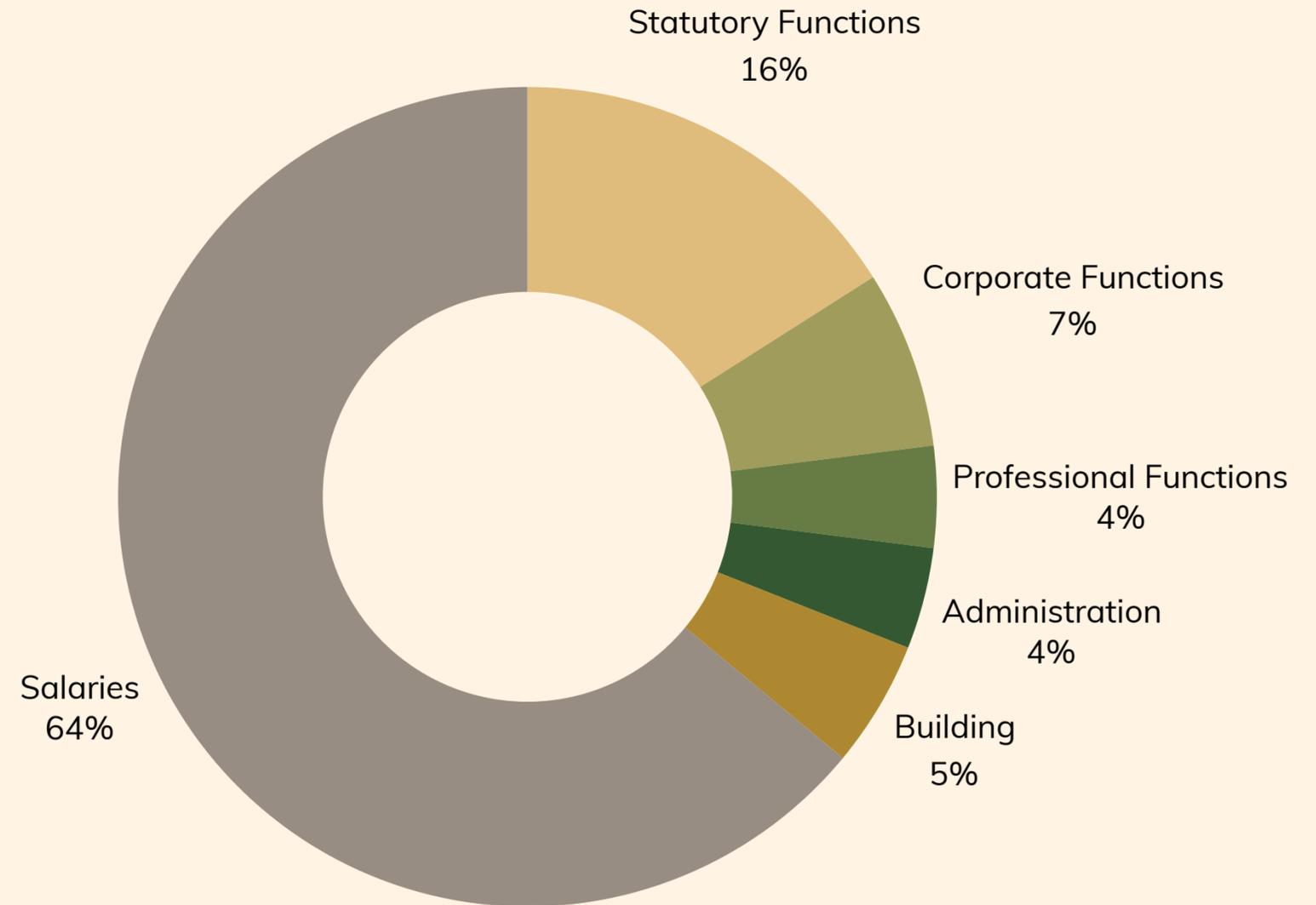
2023	Complaint	Final Disposition
1	Bullying in the workplace. Boundary violations. Breach of confidentiality.	Complaint withdrawn.
2	Unprofessional conduct. Dismissive communication. Unwarranted seclusion.	Referral to investigation pursuant to 96(2) of The Regulated Health Professions Act.
3	Inadequate assessment & referral.	Dismissal pursuant to 91(2)(c) of The Regulated Health Professions Act.
4	Mandatory employer report. Unprofessional/ Disrespectful conduct with colleagues.	Dismissal pursuant to 91(2)(a) of The Regulated Health Professions Act.
5	Unprofessional/disrespectful communication.	Dismissal pursuant to 91(2)(c) of The Regulated Health Professions Act.
6	Unprofessional conduct. Dismissive Communication. Withholding medication.	Dismissal pursuant to 91(2)(c) of The Regulated Health Professions Act.
7	Lack of follow up for referral request.	Dismissal pursuant to 91(2)(c) of The Regulated Health Professions Act.

# Finance Report

The College Council has approved the audited financial statements for the year ending on December 31, 2023. You can access the full audited financial statement [here](#). The audited financial report will be presented at the CRPNM Annual General Meeting on June 27, 2024 where Council members and staff will address any queries.

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 section of the auditor's report features Schedule 1 - General Fund Expenses. This schedule outlines expenses by category and compares this year's expenses with those of the previous year.



The chart shows the allocation of CRPNM funds for the year 2023.

# Contact Us



## College of Registered Psychiatric Nurses of Manitoba



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