

ANNUAL REPORT

2025



College of Registered
Psychiatric Nurses of Manitoba

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Land Acknowledgement



The Grass River flowing over Pisew Falls

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.



Riding Mountain National Park

Our Profile

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.

From Our Leadership

In 2025, the Council of the College of Registered Psychiatric Nurses of Manitoba (CRPNM) advanced the College's commitment to Truth and Reconciliation while fulfilling its responsibilities for financial stewardship, risk management, and organizational oversight. Council made informed decisions to support the College's financial sustainability, organizational resilience, and regulatory effectiveness amid regulatory change, workforce challenges, and the ongoing evaluation of best regulatory practices.

Council remains accountable for ensuring that CRPNM fulfills its statutory mandate to regulate the practice of registered psychiatric nursing in Manitoba in the public interest. This annual report presents the key governance activities, regulatory outcomes, and strategic decisions undertaken over the past year in support of that mandate.

Our Reconciliation Journey

CRPNM continued to advance its reconciliation efforts through intentional learning, relationship-building, and concrete regulatory action. The College engaged Dee Thomas, retired Registered Psychiatric Nurse and Indigenous Knowledge Keeper, to support the renewal of its land acknowledgment and to guide Council learning. This work included Council retreats and facilitated sessions focused on cultural safety and humility, Treaty relationships, and the role of the College and its registrants in addressing racism and bias at both individual and systemic levels within health care and regulatory practice.

Council governance was further strengthened through continued Indigenous engagement, public representation, and the ongoing review of reconciliation-informed best practices across Canadian health profession regulators. In support of culturally safe practice, the College implemented new educational requirements for registrants, including the Introduction to Indigenous Inclusion and Cultural Safety Jurisprudence module as part of the Continuing Competency Program. Council also approved the adoption of the updated 2025 Entry-Level Competencies for Registered Psychiatric Nurses in Canada, which include enhanced cultural safety expectations and were implemented as the entry-level competencies for RPNs in Manitoba effective January 1, 2026.

Collectively, these actions reflect Council's ongoing accountability for advancing Truth and Reconciliation as an integral component of CRPNM's regulatory mandate, governance oversight, and commitment to serving the public interest.

Financial Stewardship and Long-Term Sustainability

As part of its governance, risk management, and financial oversight responsibilities, Council approved a financial sustainability plan to address sustained year-over-year operating deficits, primarily driven by rising professional conduct expenses. These costs are inherent to CRPNM's statutory mandate and have increased in both frequency and complexity due to factors beyond the College's control. In developing the plan, Council closely monitored revenue sufficiency, expenditure trends, and long-term risks to financial sustainability.

A key component of the financial sustainability plan was Council's decision to sell the College's property at 1854 Portage Avenue, Winnipeg, with proceeds strategically allocated to establish a Discipline Reserve Fund. This fund is intended to better manage the financial variability associated with professional conduct processes and reduce long-term financial volatility.

The long-term financial plan also incorporates measured fee increases and prudent financial projections designed to better align revenues with regulatory costs in an increasingly complex and unpredictable environment. Through ongoing assessment of financial assumptions, risk, and resource allocation, Council has sought to balance fiscal responsibility with regulatory effectiveness and organizational stability.

Collectively, these actions reflect Council's commitment to addressing financial challenges through disciplined planning, active risk oversight, and sustainable decision-making in support of CRPNM's mandate to protect the public.

Looking Ahead

These achievements are the result of the dedication of Council, staff, and volunteers. Looking ahead, CRPNM will continue to collaborate with registrants, system partners, and government to support public safety, strengthen regulatory effectiveness, and uphold high standards of psychiatric nursing practice. We welcome feedback and questions regarding this report.



Melissa Ramharakh
Council Chair



Laura Panteluk
Registrar and Chief Executive Officer

Our Council and Staff



CRPNM Council & Staff Reconciliation Retreat with Dee Thomas, Anish Healing Centre, Winnipeg, June 14, 2025. Wanda Brine was the Council Chair until June 26, 2025. Nitasha Chaudhry (not in the picture) was appointed to the Council on September 15, 2025.

2025-2027 Council

Melissa Ramharakh RPN, Chair

Tara Nassar RPN, Chair-Elect

Nitasha Chaudhry RPN

Annette McDougall RPN

Carrie Sokolan RPN

Lindsay Surowich RPN

Andrea Thomson RPN

Sherry Brown, Public Representative

Zach Havens, Public Representative

Public Representative Appointed by the Minister (pending re-appointment)

Public Representative Appointed by the Minister (pending re-appointment)

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, 2025

Governance Committee

Lynda Stiles RPN, Chair
Melissa Ramharakh RPN
Tara Nassar RPN
Carrie Sokolan RPN
Barb Gemmell, Public Representative

Finance Committee

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

Continuing Competency Committee

Amanda Bak, Chair
Tina Curtis RPN
Hannah Kroeker RPN
Linda Fey RPN
Erin Rivet RPN

Complaints Investigation Committee

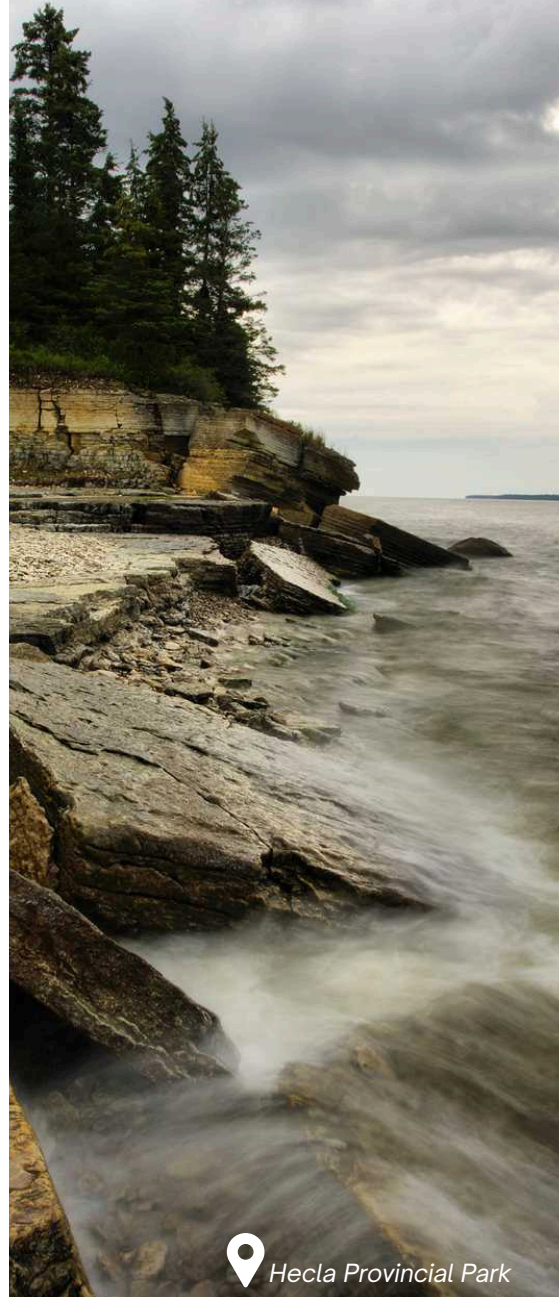
Val Mondor RPN, Chair
Sara Wikstrom RPN, Co-Chair
Cindy Finlayson RPN
Lori Kemp RPN
Nicole Duseign RPN
Shannon Plowman, Public Representative
Dale Oleschuk, Public Representative
Kevin Freedman, Public Representative

Inquiry Committee

Alexandria Taylor RPN, Chair
Jennifer Livingstone RPN
Amudat (Nikky) Oladeji RPN
Anna Popovych RPN
Gil Johnston, Public Representative
Patrick Desrochers, Public Representative
Jocelyne Ritchot, Public Representative

Psychiatric Nursing Education Approval Committee

Isabelle Jarrin RPN, Chair
Patrick Griffith RPN
Ashley Stewart RPN
Nitasha Chaudhry 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 early 2026, when it received a 5-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.

On December 13, 2025, the CRPNM Council granted the Authorized Nurse Prescriber Program at Red River College Polytechnic a 5-year approval until November 2030.

Promoting Good Practice, Preventing Poor Practice



Practice Support

Of 363 practice calls, thirty-seven percent (37%) 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

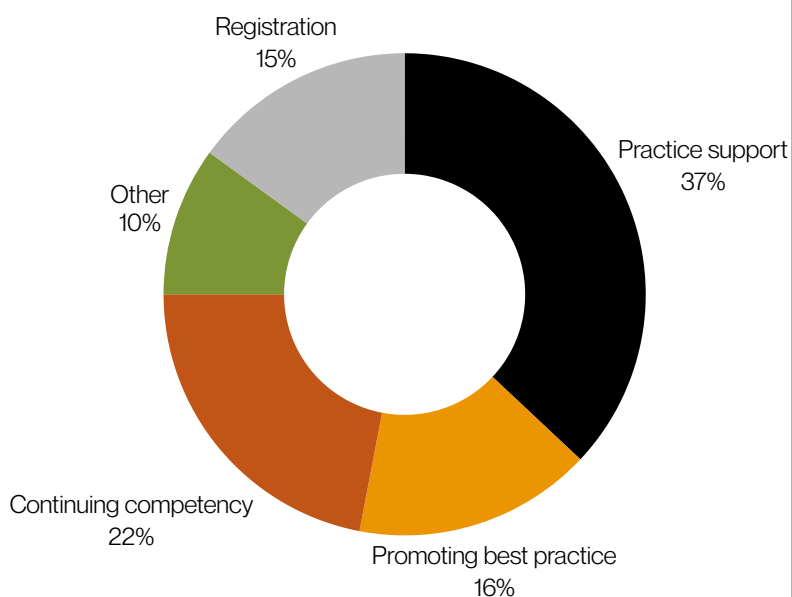
Sixteen percent (16%) of practice calls were about legal liabilities, policy application, ensuring safe and evidence-based practices, and promoting healthy professional boundaries. Additional guidance on practice is provided through practice directions which are available on the College's [website](#). 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-two percent (22%) of practice calls were about continuing competency and fitness to practice.

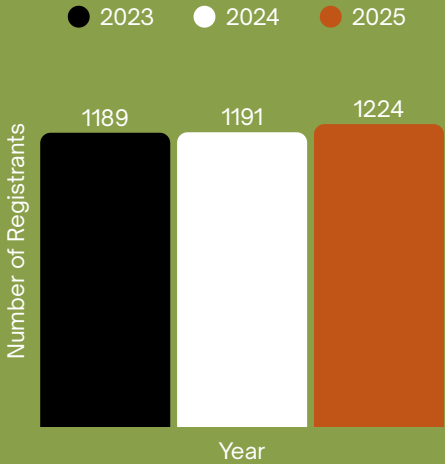
Other

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



Manitoba RPNs

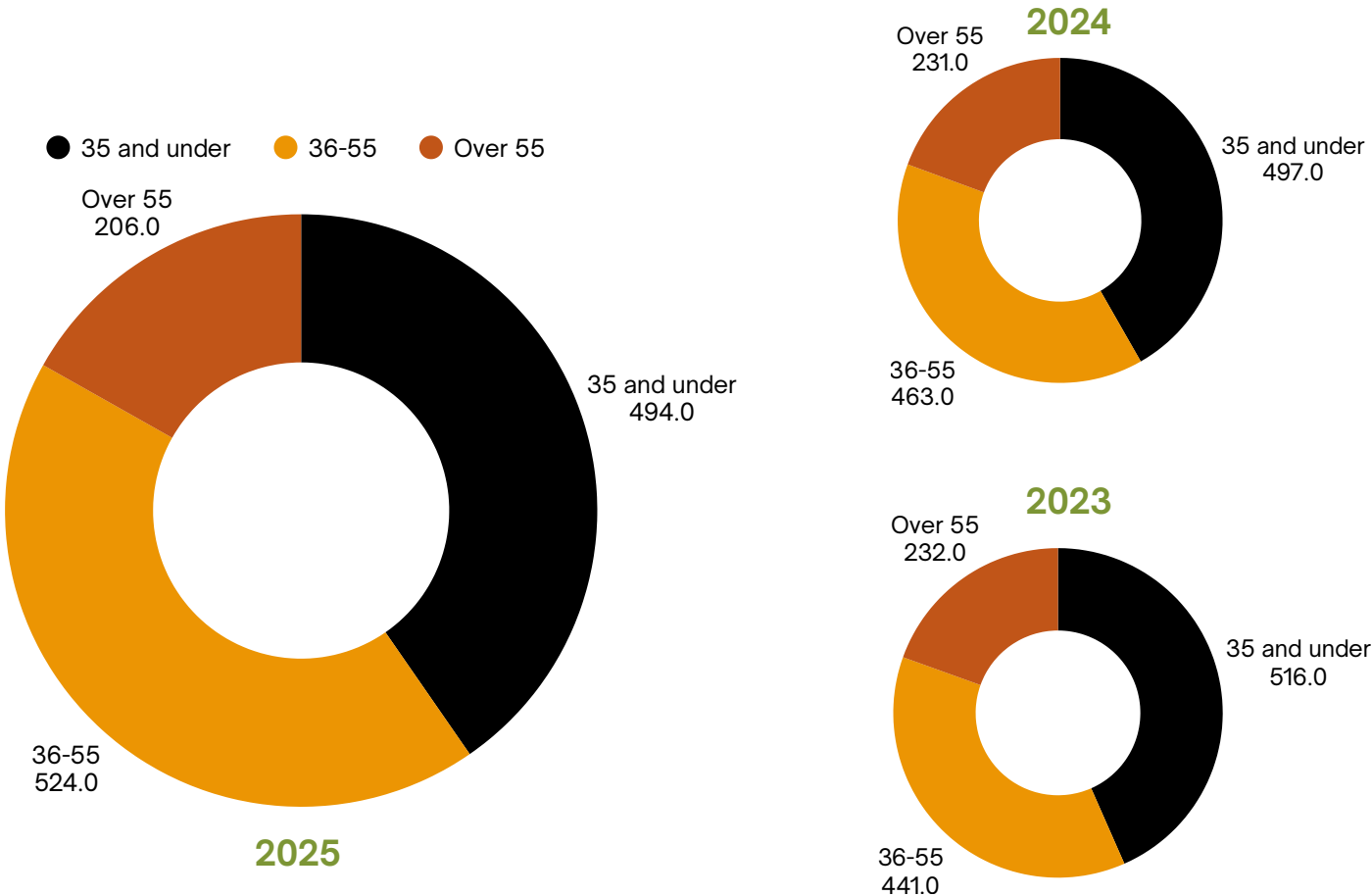
The total number of registrants increased by thirty-three (33) compared to the previous year's increase of two (2). While this is the largest year-over-year increase since 2022, several factors continue to contribute to the limited growth of the profession, including:



RPN total includes Graduate and Temporary registrars.

- A decrease in applications and enrollment, and attrition in the psychiatric nursing education program, during and after the pandemic, has resulted in a decline in graduate rates.
- Retirement, migration to other jurisdictions and/or and decisions to leave the profession have resulted in more RPNs leaving the profession than entering it.

Age of Registrants



Manitoba Graduates

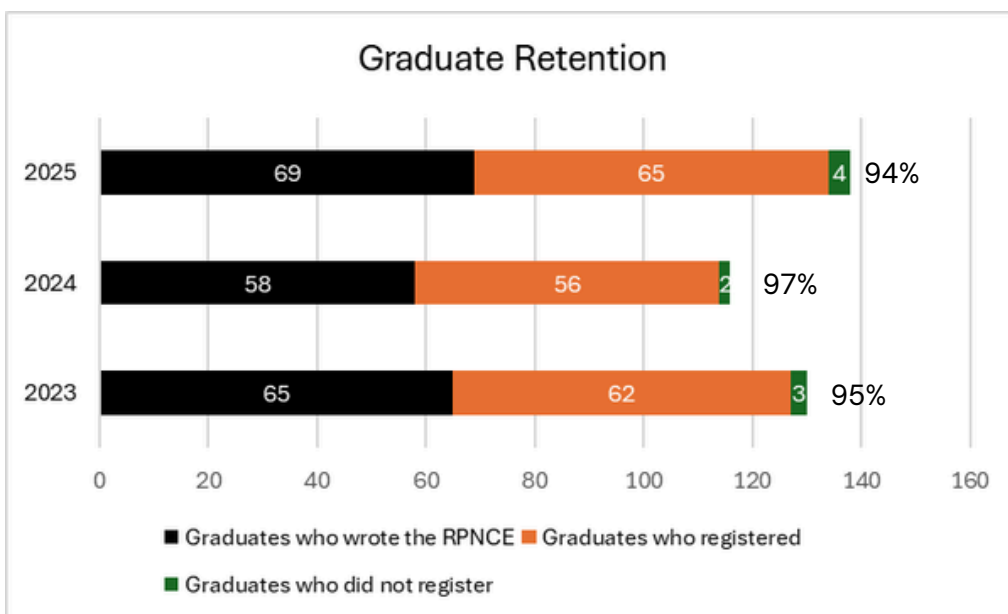
“**Graduates**” is defined as those individuals who have successfully completed the Bachelor of Science in Psychiatric Nursing (BScPN) program and who have met all the requirements for registration, except for the entry to practice examination. The Registered Psychiatric Nurses of Canada Examination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

In 2025, the retention rate for new BScPN graduates was 93%, with 4 of 69 graduates leaving the province. The overall graduate retention rate has remained above 90% for the past five years.

Seat expansion in the BScPN program at Brandon University’s Winnipeg site was implemented over three years beginning in 2022–2023. Available seats increased to 45 in 2022–2023 and to 60 by the start of the 2024–2025 academic year. Funded seats at the Brandon campus remained at 35.

The number of graduates is projected to be lower than the number of funded seats for the next couple of years due to low enrollment in the BScPN program. Increased enrollment in the pre-psychiatric nursing year for the 2026/2027 academic year may facilitate a shift in this trend.

Graduation rates will continue to influence overall registration numbers until they stabilize and return to expected levels.



RPN Mobility



As of December 31, 2025, RPNs are regulated in all Canadian provinces and territories except for ON, QC and NB. Regulation for RPNs in NB is pending legislative changes in that province.

In 2025, CRPNM received 16 registration verification requests for relocation to other jurisdictions, up from 11 in 2024, while six RPNs registered in Manitoba from other jurisdictions. Over the past five years, these trends suggest a net loss of up to 99 RPNs, partially offset by a net gain of 26.

Some RPNs register and work in multiple jurisdictions. While this is not new, CRPNM's ability to assess multijurisdictional registration is evolving through a pan-Canadian project supported by the Canadian Nurse Regulator Collaborative (CNRC). In 2025, fewer than five Manitoba RPNs held a multijurisdictional license (or equivalent) elsewhere. CRPNM's ability to quantify multiple registration depends on the availability of such registration classes in other jurisdictions, which remain limited.

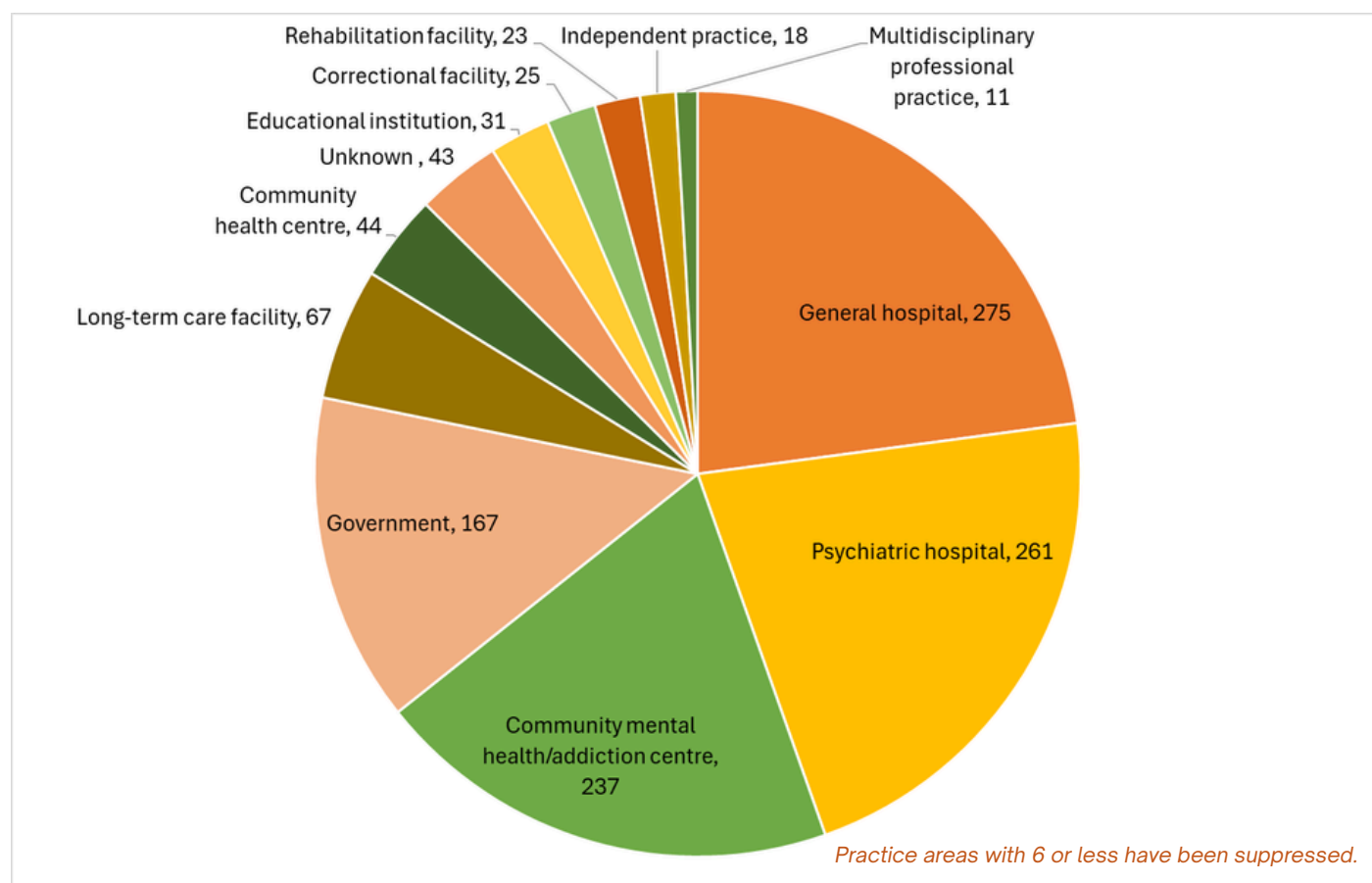
CRPNM is in the exploratory stages of determining if implementing such a register in Manitoba is feasible.

Place of Practice

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

The CRPNM implemented the [Canadian Institute for Health Information \(CIHI\) Health Workforce Information Minimum Data set \(HWI MDS\)](#) in 2025.

The new data elements were introduced in the CRPNM’s 2026 registration renewal application. RPNs are now able to describe their place(s) of practice based on a new set of standardized employment data elements. The data below is based on the new HWI MDS data dictionary. The data below is based on primary place of practice. Employment records that were not updated at renewal are captured as “unknown”.

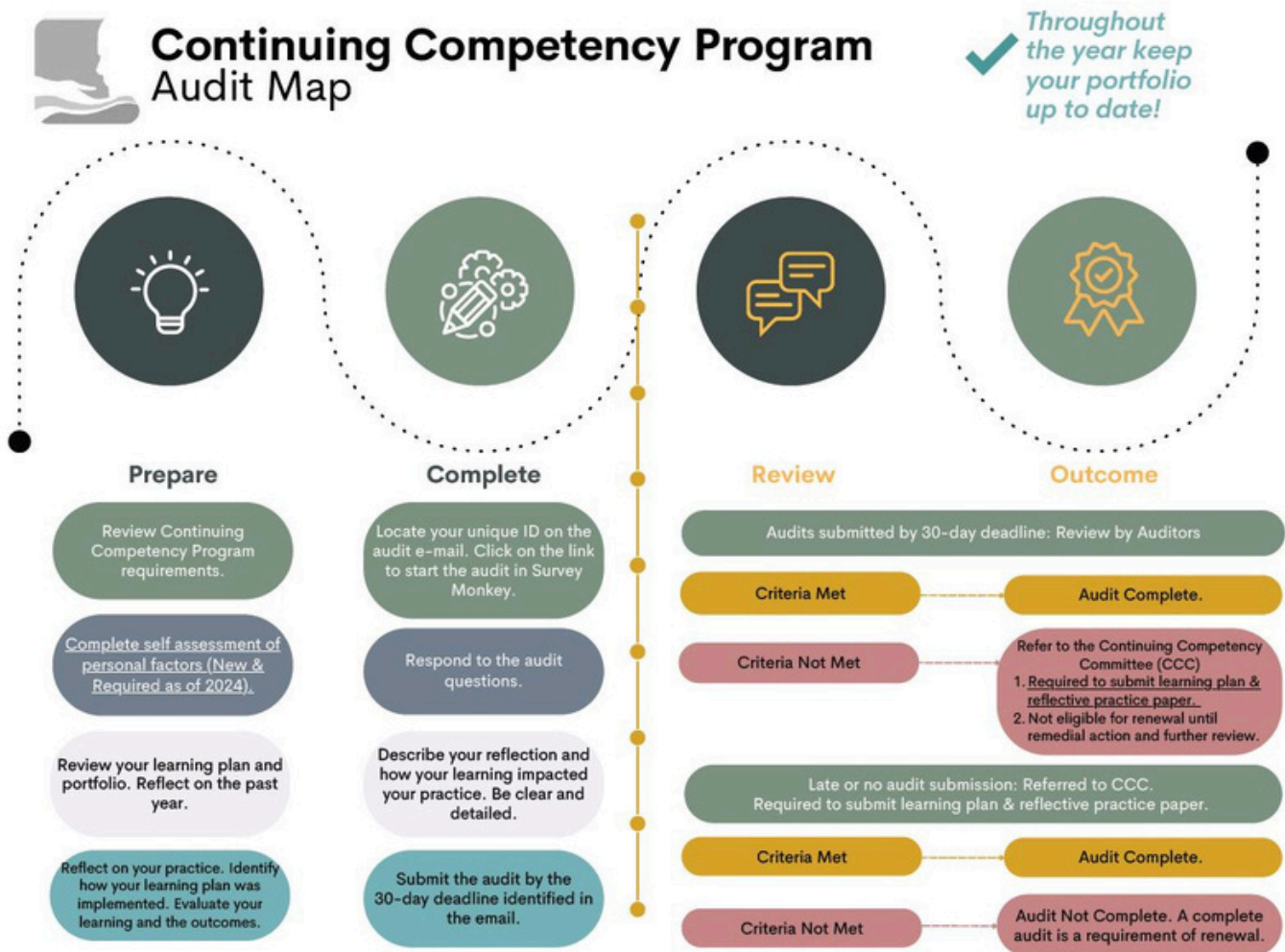


Practice Outside of the Publicly Funded Health System

9% 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 15%. This represents a 1% increase overall.

Continuing Competency

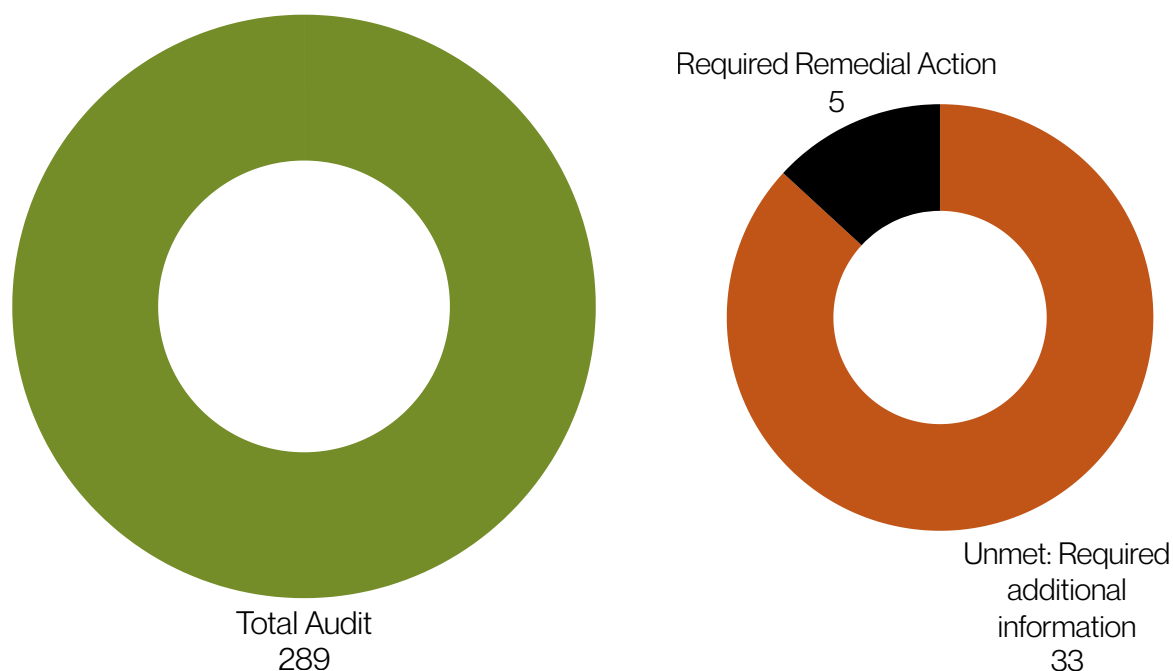
One of the College’s key responsibilities is to develop, implement, and oversee a continuing competency program that supports RPNs in maintaining their professional competence while advancing the standards of the profession. Each year, 25% of RPNs with a certificate of practice are randomly chosen for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

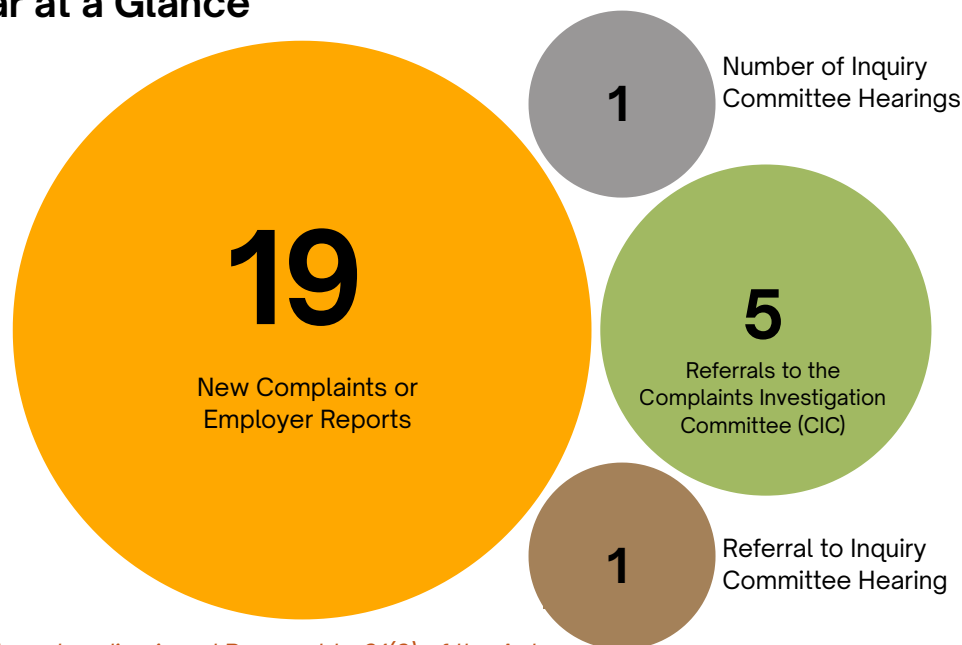
289 RPNs were audited in 2025. Audits lacking sufficient evidence of Continuing Competency activities were referred to the Continuing Competency Committee (CCC) for review. Of the 33 unmet audits, 5 required remedial action. This represents a decline in the number of unmet audits and those that require remedial action from past audit review cycles.



Audit Result

Responding to Complaints, Investigating, and Taking Disciplinary Action

The Year at a Glance



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

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.

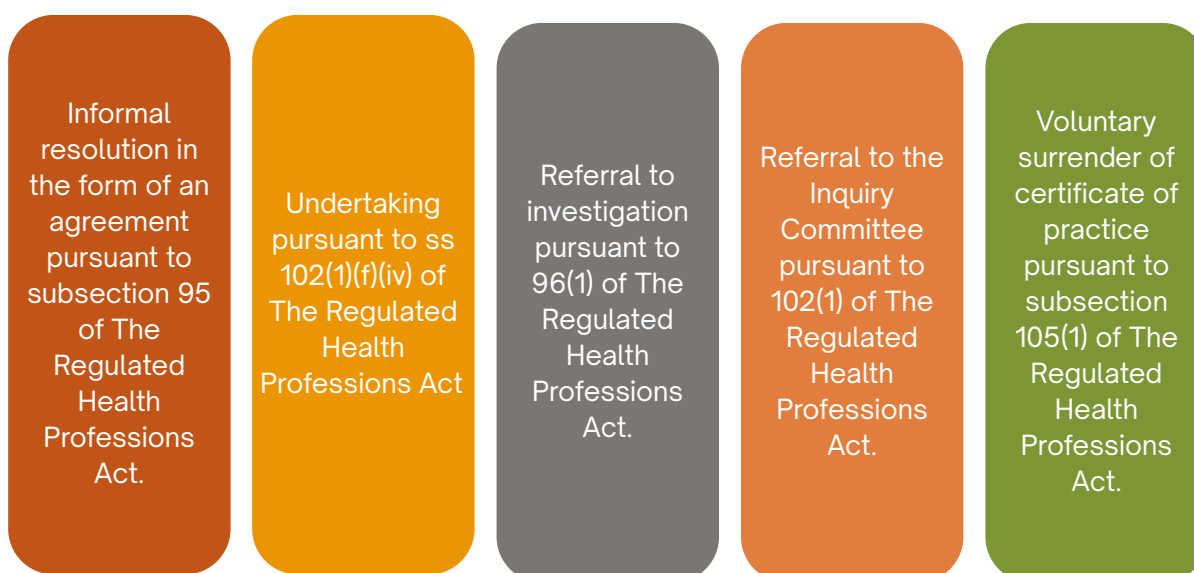
Discipline decisions are the findings of the College’s Inquiry Committee. They inform members and the public of the outcome of discipline hearings. The Decision and Reasons of the Inquiry Committee Panels [can be found here](#).

Summary of Complaints

Allegations	Total Number
Professional boundary violations which included allegations related to inappropriate relationships with clients, inappropriate influence on client decision making, inappropriate use of testimonials, inappropriate advertising, unprofessional and disrespectful behaviour towards colleagues	4
Unsafe/unskilled Practice which included allegations related to inadequate assessments, unsafe and inappropriate seclusion practices, inappropriate referrals, inadequate documentation, lack of follow-up care, inadequate communication, inappropriate medication administration, and disposal practices	11
Inappropriate/unauthorized access to personal health information, which included breaches of confidentiality	4
Unprofessional conduct which included patient abuse, dishonesty, misrepresentation, bullying of colleagues and lack of accountability and insight	6
Total	25*

** 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 2025

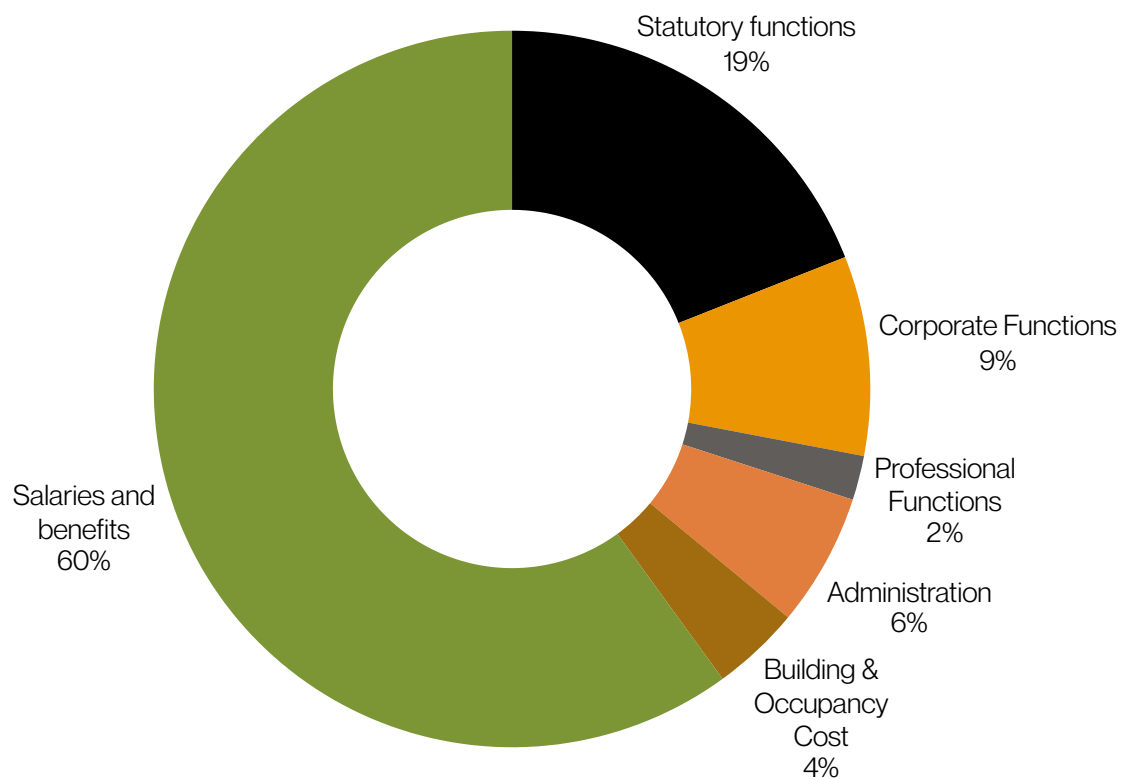


Finance Report

The College Council has officially approved the audited financial statements for the fiscal year ending December 31, 2025. You can access the full audited financial statement [here](#).

A detailed breakdown of General Fund Expenses by category, with a year-over-year comparison, is presented on page 13. Note 8 on page 11 describes the purpose of the Discipline Reserve Fund and the initial investment established from the building sale proceeds.


The audited financial report will be formally presented at the CRPNM Annual General Meeting on June 25, 2026, where Council members and staff will be available to address any questions.





Contact Us



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