



# An Orientation to Inquiry Hearings

## Background

Most complaints received by the College of Registered Nurses of Manitoba are managed and resolved by the College's Complaints Investigation Committee. One option for the Committee to consider is referring the complaint, in whole or in part, to the Inquiry Committee for a hearing. The Inquiry Committee includes Manitoba registered nurses and public representatives.

Inquiry Committee hearings are conducted by a panel consisting of at least three members of the Inquiry Committee. At least one member of the Panel is a public representative. Hearings are open to the public, unless the Panel orders that all or part of the hearing is to be held in private.

Hearings are unbiased to ensure fairness to the RN who has been charged and to ensure that the public interest is served. Hearings are similar to civil trials and lawyers for the College and for the RN may call witnesses for examination and cross-examination.

## Hearing Outcomes

Hearings determine whether an RN is guilty of an offence as charged or not guilty. If found guilty, the RN may:

- Be reprimanded
- Be suspended
- Have their registration cancelled
- Have terms and conditions imposed on their practice
- Be ordered to pay costs of the investigation/hearing
- Be fined

## Who participates in the hearing?

- The panel of the Inquiry Committee
- Inquiry Committee counsel
- The RN charged and their defence counsel
- Prosecuting counsel (for the College)
- Witnesses called to testify

The Chair of the Inquiry Panel sets rules of conduct for the hearing, rules of decorum and enforces applicable parts of *The Regulated Health Professions Act* (RHPA). A court reporter records the proceedings and prepares the official transcript.

## Reporting on Hearings

The RHPA states that there cannot be any reporting of information from the hearing that could identify the RN charged (including their name, place of employment, location of practice, etc.) unless the RN is found guilty of the charge. No information identifying any clients, complainants or witnesses can be reported or disclosed at all.

## Conduct During the Hearing

The following suggestions are intended to reduce distractions:

- Please turn cell phones or other mobile devices off prior to entering the hearing room.
- Please do not talk during the hearing.
- Please enter or exit the room quietly while the hearing is in session.
- Food and drinks are not allowed in the hearing room.

- Please note that the College building is smoke-free and scent-free.
- Keeping the information outlined under the heading “reporting on hearings” in mind, media may take notes during the hearing. However, artist sketches, recording devices and audio-visual equipment are not allowed.

## Questions?

If you have any questions about the complaints or discipline processes, please contact our professional conduct team.

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For more information please contact  
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