



In The Matter of: The Regulated Health Professions Act, S.M.2009, c. 15

And in The Matter of: Jillian Isleifson Bright a member of the College of Registered Nurses of Manitoba (CRNM# 146710)

To: Jillian Isleifson Bright CRNM# 146710

TAKE NOTICE that the Complaints Investigation Committee (**the “Committee”**) of the College of Registered Nurses of Manitoba resolves and hereby censures you with respect to:

- **On March 31, 2023, you did not follow a physician’s “nothing per ora” (NPO) order when you provided food to a patient who had experienced a stroke, prior to having the patient’s swallowing assessed by a Speech Language Pathologist or a Doctor.**
- When questioned by the employer, you said you performed a swallowing assessment on the patient, which is outside of your scope of practice.
- You did not document your assessment of the patient.

On February 13, 2025, in accordance with section 102(1)(d) of *The Regulated Health Professions Act* (**the “RHPA”**), **the** Committee decided to censure you as a record of its disapproval of the deficiencies in your conduct.

Censure creates a disciplinary record which may be considered in the future by the Committee or an Inquiry Committee when determining the action to be taken following an investigation or hearing.

#### I. The Relevant Facts Are:

On March 13, 2023, you gave a food box to a patient whose last known diet order was NPO. Your position is that you received an order that the patient could take their regular

medications, orally. You stated, you observed the patient had no difficulty swallowing the medications, and when the patient asked for food, you observed the patient eat applesauce, then a sandwich, with no difficulty. Your understanding was that the medication order nullified the NPO order, however you acknowledged that it would have been more prudent to discuss it with the neurologist.

You confirmed you have not completed formal training in performing swallowing assessments.

Your employer has identified that performing swallowing assessments are not within your scope of practice.

After completing an assessment, that you were not qualified to conduct, you then did not document a detailed description of the assessment(s) you said you conducted.

## II. Practice Directions and Code of Ethics

The Committee is reasonably satisfied that the facts support that the Registrant did not meet the following standards of practice for Registered Nurses:

### Practice Direction: Practice Expectations for RNs

#### Professional Practice

Registered nurses are accountable and responsible to demonstrate professional behaviours, attributes and values that uphold trust in the profession of registered nursing. As an RN, you must:

2. Promote a practice environment that supports responsibility, accountability, professional development, and respect for others by:
  - c. Identifying issues which could have an injurious effect on clients or others.

#### Competent Practice

Registered nurses are accountable and responsible to demonstrate competence in registered nursing practice. As an RN, you must:

3. Apply the entry-level competencies for registered nurses in your practice.

5. Demonstrate critical thinking and use of current evidence from nursing science, other disciplines and other pertinent peer-reviewed, evidence-informed sources.
6. Demonstrate critical inquiry in planning for client care needs and evaluating care provided.

#### Ethical Practice

Registered nurses recognize, promote, and uphold the ethical standards of the nursing profession. As an RN, you must:

14. Practise in accordance with the values outlined in the Code of Ethics.

#### \*Client-centered Practice

The practice of registered nursing encompasses several domains such as clinical practice, education, administration, and research. Your client may be an individual, a family, a group of people, a community, or a population. Depending on your domain(s) of practice, a client may be a patient, a nursing student, a research participant, another member or other health-care provider. As an RN:

22. You must acknowledge your limitations in skill, knowledge and judgment and must ensure that you practice registered nursing within those limitations.
25. When engaging in the practice of registered nursing in a clinical practice setting, you must provide nursing care that includes:
  - e. a referral of the client to another RN or healthcare professional when appropriate.

#### \*Collaborative care

As an RN, you must:

26. When involved in providing for the health care of a client:
  - b. Ensure that you understand your role and the role of other health-care providers in providing for the health care of the client; and
  - d. Comply with any collaborative care decision tool in place at the practice setting where you and other health-care providers are providing for the health care of the client.

#### Code of Ethics for Registered Nurses (CNA)

##### Part I. Nursing Values and Ethical Responsibilities

Nurses in all contexts and domains of practice and at all levels of decision-making bear

the ethical responsibilities identified under each of the seven primary nursing values. These responsibilities apply to nurses' interactions with all persons who have health-care needs or are receiving care as well as with students, colleagues and other health-care providers. The responsibilities are intended to guide nurses in applying the Code to their practice. They also serve to articulate nursing values to employers, other health-care providers and the public. Nurses help their colleagues implement the Code and they ensure that nursing students are acquainted with it

#### A. Providing Safe, Compassionate, Competent and Ethical Care

Nurses provide safe, compassionate, competent and ethical care.

Ethical responsibilities:

1. Nurses have a responsibility to conduct themselves according to the ethical responsibilities outlined in this document and in practice standards in what they do and how they interact with persons receiving care and other members of the health-care team.
4. Nurses question, intervene, report and address unsafe, non-compassionate, unethical or incompetent practice or conditions that interfere with their ability to provide safe, compassionate, competent and ethical care; and they support those who do the same.
5. Nurses are honest and take all necessary actions to prevent or minimize patient safety incidents. They learn from near misses and work with others to reduce the potential for future risks and preventable harms.
6. Nurses practise "within their own level of competence and seek [appropriate] direction and guidance ... when aspects of the care required are beyond their individual competence" (Licensed Practical Nurses Association of Prince Edward Island [LPNAPEI], Association of Registered Nurses of Prince Edward Island, & Prince Edward Island Health Sector Council, 2014, p. 3).
12. Nurses foster a safe, quality practice environment (CNA & Canadian Federation of Nurses Unions [CFNIJI, 2015).

## B. Promoting Health and Well-Being

Nurses work with persons who have health-care needs or are receiving care to enable them to attain their highest possible level of health and well-being.

Ethical responsibilities:

1. Nurses provide care directed first and foremost toward the health and well-being of persons receiving care, recognizing and using the values and principles of primary health care.
4. Nurses collaborate with other health-care providers and others to maximize health benefits to persons receiving care and with health-care needs and concerns, recognizing and respecting the knowledge, skills and perspectives of all.

## D. Honouring Dignity

Nurses recognize and respect the intrinsic worth of each person.

Ethical responsibilities:

6. Nurses utilize practice standards, best practice guidelines, policies and research to minimize risk and maximize safety, well-being and/or dignity for persons receiving care.

## F. Promoting Justice

Nurses uphold principles of justice by safe guarding human rights, equity and fairness and by promoting the public good.

Ethical responsibilities:

7. Nurses advocate for evidence-informed decision-making in their practice including, for example, evidence for best practices in staffing and assignment, best care for particular health conditions and best approaches to health promotion.

## G. Being Accountable

Nurses are accountable for their actions and answerable for their practice.

Ethical responsibilities:

3. Nurses practise within the limits of their competence. When aspects of care are beyond their level of competence, they seek additional information or knowledge, report to their supervisor or a competent practitioner and/or request a different work assignment. In the meantime, nurses remain with the person receiving care until another nurse is available.

The Committee is reasonably satisfied that the information before them supports that the following competencies from the Entry Level Competencies apply.

#### 1. Clinician

Registered nurses are clinicians who provide safe, competent, ethical, compassionate, and evidence-informed care across the lifespan in response to client needs. Registered nurses integrate knowledge, skills, judgment and professional values from nursing and other diverse sources into their practice.

- 1.1\* Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
- 1.4\* Analyzes and interprets data obtained in client assessment to inform ongoing decision-making about client health status and make a diagnosis when appropriate.
- 1.6\* Evaluates effectiveness of the plan of care and modifies accordingly.
- 1.21\* Incorporates knowledge from the health sciences, including anatomy, physiology, pathophysiology, psychopathology, pharmacology, microbiology, epidemiology, genetics, immunology, and nutrition.
- 1.22\* Incorporates knowledge from nursing science, social sciences, humanities, and health-related research into plans of care.

#### 2. Professional

Registered nurses are professionals who are committed to the health and well-being of **clients. Registered nurses uphold the profession's practice standards and ethics and are** accountable to the public and the profession.

- 2.2\* Demonstrates a professional presence, and confidence, honesty, integrity, and respect in all interactions.
- 2.3\* Exercises professional judgment when using agency policies and procedures, or when practising in their absence.
- 2.13 Recognizes, acts on, and reports, harmful incidents, near misses, and no harm incidents.

#### 4. Collaborator

Registered nurses are collaborators who play an integral role in the health care team partnership.

- 4.1\* Demonstrates collaborative professional relationships.

4.3 Determines their own professional and interprofessional role within the team by considering the roles, responsibilities, and the scope of practice of others.

#### 5. Coordinator

Registered nurses coordinate point-of-care health service delivery with clients, the health care team, and other sectors to ensure continuous, safe care.

5.1\* Consults with clients and health care team members to make ongoing adjustments required by changes in the availability of services or client health status.

5.2\* Monitors client care to help ensure needed services happen at the right time and in the correct sequence.

#### 7. Advocate

Registered nurses are advocates who support clients to voice their needs to achieve optimal health outcomes. Registered nurses also support clients who cannot advocate for themselves.

7.1\* Recognizes and takes action in situations where client safety is actually or potentially compromised.

7.6\* Advocates for safe, competent, compassionate and ethical care for clients.

#### 9. Scholar

Registered nurses are scholars who demonstrate a lifelong commitment to excellence in practice through critical inquiry, continuous learning, application of evidence to practice, and support of research activities

9.1\* Uses best evidence to make informed decisions.

9.2 Translates knowledge from relevant sources into professional practice.

III. On these facts the Complaints Investigation Committee records its disapproval of the **Registrant's** conduct.

You overwhelmingly failed to act and meet your professional standards and obligations **when in direct possession of a provider's orders that stated a patient was to have** nothing by mouth until a swallowing assessment was conducted by a Speech Language Pathologist. This failure resulted in a significant and unjustified risk to patient safety.

You are not a novice RN and have completed all levels of the Winnipeg Regional Health Authority (WRHA)/Shared Health Emergency Department Education Program and take a leadership role within the Health Sciences Centre (HSC) Adult Emergency Department.

The Committee identified that you were oriented to the standard stroke order sets in 2013 and again in 2014-2015.

The standard order set you disregarded has been in place since 2005 and in all iterations, patients are to remain NPO.

In addition, it was established that there are no swallowing screening tools available in **the HSC ED and swallowing assessments are not within a registered nurse's scope of practice.**

You had **a professional and ethical duty to follow the prescriber's orders and obtain a swallowing assessment prior to feeding the patient.**

If the orders were unclear or not applicable to the patient, you had a professional and ethical responsibility to clarify the orders with the physician.

The information in the Investigation Report is that throughout the investigation process, you deflected blame and did not accept accountability or responsibility for what occurred.

Registered nursing is a self-regulated profession in Manitoba. RNs must recognize that self-regulation is a privilege, and that each RN has a continuing responsibility to meet the standards of practice and the *Code of Ethics* for registered nurses.

On these facts, the Committee records its disapproval of your lack of professionalism in failing to adhere to the ethical values and standards of practice.

Registered nursing is a self-regulated profession governed by *The Regulated Health Professions Act (RHPA)*. In accordance with the RHPA, registered nurses must comply with Practice Directions established for their profession. As such, registered nurses are required to comply with the *Practice Directions: Practice Expectations for RNs* and the *Code of Ethics for Registered Nurses*

Although the conduct is sufficiently serious to refer to the Inquiry Committee, the Committee is mindful of the fact the Registrant does not have a disciplinary record.

The **Censure will adequately protect the public's concern regarding an RN's inappropriate actions and lack of judgement.**

On these facts the Committee believes that the Censure should be published as it to act as a specific deterrence for you, the Registrant, and as a general deterrence for other Registered Nurses.

On these facts, the Committee ordered the member to pay costs of \$1000 Canadian dollars.