



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

And in The Matter of: Adrian Lacson, a Registrant of the College of Registered Nurses
of Manitoba (CRNM# 138634)

To: Adrian Lacson

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

You held a full-time night shift position and were the sole night nurse responsible for providing safe and competent care to 57 residents at Pembina Place Mennonite Personal Care Home. Your employer raised the following concerns:

- You abandoned your shift and the residents in your care. From November 25, 2023, to December 12, 2023, you exited the facility prior to the scheduled end of your shift on 12 occasions.
- There was a breach of trust - Your actions constituted misconduct and that such misconduct was significant and compromised the core of the employment relationship.

On June 26, 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:

Related to abandoning your shift and the residents in your care:

When the facility's Closed-Circuit Television (CCTV) was reviewed between November 25, 2023-December 12, 2023, you were seen departing before the end of your shift on 12 occasions. A RN colleague reported that you had been leaving work early for about one year. You admitted that on several occasions, you had left early.

While there is a 15-minute overlap with the oncoming nurse during nursing staff change, the investigation revealed that you were consistently leaving 12 minutes early, without notification to that oncoming nurse. As such, there was another nurse onsite, however in leaving early, you were not available to answer questions related to the resident care needs as you had already left the building and left a vulnerable resident population at risk.

Related to a breach of trust:

Although you took responsibility for leaving work early, when being questioned by the employer and the College Investigator, on three different occasions, you provided different information regarding the frequency of your leaving work early and provided a different rationale each time.

Additionally, you did not document your leaving early on the Daily Staffing Sheets the time you actually left the facility. As you had consistently been leaving early, this resulted in you being paid for time you had not worked.

II. Practice Directions and Code of Ethics

The Committee is reasonably satisfied that on the balance of probabilities you did not meet the following Practice Directions: Practice Expectations for Registered Nurses (2022).

Professional Practice: #2 b, c, and d
Competent Practice: #3, #6

Professional Communication #11
Ethical Practice #14
*Collaborative Care #26 a

The Committee is reasonably satisfied that on the balance of probabilities you did not meet the following Values and Ethical Responsibilities from the Code of Ethics (2017).

A. Providing Safe, Compassionate, Competent and Ethical Care
D. Honouring Dignity
F. Promoting Justice
G. Being Accountable

The Committee is reasonably satisfied that on the balance of probabilities you did not meet the following Entry Level Competencies (2019):

1. Clinician: 1.1*, 1.7*, 1.8*
2. Professional: 2.1*, 2.2*, 2.3*, 2.6*, 2.7, 2.13, 2.14
4. Collaborator: 4.1*, 4.3, 4.5*
6. Leader: 6.4*, 6.5, 6.8
7. Advocate: 7.1*

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

You failed to act and meet your professional standards and obligations by leaving the facility early, repetitively, and before the end of your shift.

In leaving early, and without notification to the oncoming nurse, you left a vulnerable resident population at risk.

Service Delivery Organizations in healthcare intentionally ensure an overlap between oncoming and outgoing nursing shifts. This is done to ensure safe and effective transitions between care providers and to maintain resident safety.

Ineffective resident handoffs have been shown to contribute to communication breakdown between healthcare providers, increase the risk of error and contribute to avoidable gaps in resident care and continuity.

It is the Committee's position that these actions demonstrated a breach of your duty to care as a registered nurse.

When questioned by the employer and the College Investigator, you provided different explanations and varying accounts of how often you would leave work early. It is the Committee's position that this calls into question your honesty and integrity as a registered nurse.

In leaving early and not adjusting the Daily Staffing Sheets to reflect your actual time worked, it is the Committee's position that this was a theft of time from the employer.

A reasonable and prudent registered nurse ought to have:

- Stayed to the end of their assigned shift, thereby ensuring safe and effective transitions of care between yourself and the oncoming nurse; and
- Been honest with the employer and the Investigator about how often, and why, you were leaving work early.
- If you needed to leave early, you should have ensured that the oncoming nurse and your employer were notified. You should have ensured proper arrangements were made to maintain resident safety and continuation of care.
- Accurately reflected the time you worked on the daily staffing sheets.

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 *Practice Directions: Practice Expectations for Registered Nurses* and the *Code of Ethics for Registered Nurses* (2017).

On these facts, the Committee records its disapproval of the lack of professionalism in failing to adhere to the ethical values and standards of registered nursing 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 for a hearing, the Committee is mindful of the fact that you do not have a disciplinary record.

The Committee concludes that a censure is reasonable in this circumstance, as the censure will provide the disciplinary action necessary to convey the professional responsibilities and obligations of an RN to ensure safe transitions of care and that leaving scheduled shift early is a theft of time from the employer.

The censure will adequately protect the public's concern regarding an RN's inappropriate actions.

Based on these facts, the Committee believes that the censure should be published 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 Registrant to pay costs of \$1000.