

IN THE MATTER OF: *The Regulated Health Professions Act, CCSM c R117*

AND IN THE MATTER OF: **ELEONOR MASCARDO, RN# 406009, A MEMBER OF THE
COLLEGE OF REGISTERED NURSES OF MANITOBA**

AND IN THE MATTER OF: **A HEARING BEFORE A PANEL OF THE
INQUIRY COMMITTEE OF THE COLLEGE OF REGISTERED
NURSES OF MANITOBA**

ORDER



College of
Registered Nurses
of Manitoba

Centre for Professional Regulatory Collaboration
210 Commerce Drive
Winnipeg MB R3P 2W1
Telephone: 204-774-3477
Fax: 204-775-6052

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On April 13, 2026, an Inquiry Committee Panel (the “Panel”) of the College of Registered Nurses of Manitoba (the “College”), conducted a hearing pursuant to subsection 116(4) of *The Regulated Health Professions Act CCSM c R117* (the “RHPA”), concerning the conduct of Eleonor Mascardo (the “Registrant”), a registrant of the College under the RHPA.

The Notice of Hearing dated May 30, 2025 (the “Notice”) alleges that the Registrant committed an act which constitutes professional misconduct and/or has contravened the RHPA, a standard of practice, a practice direction, entry-level competency, and/or *The Code of Ethics for Registered Nurses* (2017 Edition) (the “Code”), the particulars of which are set out in the Notice.

The Panel heard submissions from both counsel for the Complaints Investigation Committee and the Registrant and finds that the Registrant is guilty of: professional misconduct; having contravened the RHPA, a standard of practice, a practice direction, entry-level competencies, and the Code; and, having demonstrated a lack of knowledge, skill, and judgment in the practice of registered nursing.

The Panel therefore orders that:

- (a) The Registrant is hereby fined in the amount of \$8,000;
- (b) The Registrant is to pay costs to the College in the amount of \$5,000;
- (c) The Registrant is suspended from practice for two weeks;
- (d) The Registrant is to provide written notice to the CEO/Registrar of the names and addresses of all the Registrant’s RN employers;

- (e) The Registrant is to provide a copy of this Order to all RN employers (supervisor/manager/chief nursing officer);
- (f) The Registrant is to complete a minimum of 2,015 verified independent RN practice hours, which hours are to be completed in a Canadian jurisdiction, are not retroactive, and will commence once the Registrant returns to the practising register. During this time, the Registrant will not:
 - (i) engage in self-employed practice;
 - (ii) work for a health care staffing agency;
 - (iii) engage in medical aesthetic practice;
 - (iv) work in the following practice areas: Critical Care (ICU/CCU/Neonatal ICU, Pediatric ICU); Emergency/Urgent Care; Intermediate care or Step-down units; OR/Post-operative recovery/peri-anesthesia; Pediatrics; Palliative Care, hospice; Labour and delivery; and Long-term Care;
 - (v) obtain employment in the float pool and will not float from unit to unit in a facility;
 - (vi) have supervisory responsibilities including but not limited to management roles, clinical resource nurse roles, educator roles, charge nurse roles, or roles with oversight of students/preceptees;
 - (vii) practice in an environment where they are the sole RN on duty on that unit, at any time. The Registrant shall work under the direction of an on-site RN (no sole practice);
- (g) Once the Registrant returns to practice, they will meet with their manager(s) or supervisor(s) to receive feedback about their RN practice and these meetings will take place weekly for two months, then bi-weekly for three months, then monthly thereafter, with RN Practice Report Forms to be submitted promptly to the CEO/Registrar;
- (h) The Registrant will complete within six months of the date of this Order, the following coursework, namely, McEwan University – Documentation in Nursing (NURS 0162), Nursing Process (NURS 0167), and Medication Management (NURS 0161); and
- (i) There will be publication of the Decision and Reasons.

DATED at Winnipeg, Manitoba, the 24th day of June, 2026.

BRENDA SULLIVAN, Chair, RN, *has authorized the use of electronic signature*

TRICIA TYERMAN, RN, *has authorized the use of electronic signature*

JENNIFER COLVINE, RN, *has authorized the use of electronic signature*

DONALD SOLAR, Public Representative, *has authorized the use of electronic signature*

MIKE BLACKBURN, Public Representative, *has authorized the use of electronic signature*