



CENSURE

IN THE MATTER OF: THE REGULATED HEALTH PROFESSIONS ACT, S.M. 2009, C 15

AND IN THE MATTER OF: PAUL BRYAN MARTIN, REGISTRANT 145651, A MEMBER OF THE COLLEGE OF REGISTERED NURSES OF MANITOBA

TAKE NOTICE that the Complaints Investigation Committee (the “Committee”) of the College of Registered Nurses of Manitoba (the “College”) resolves and hereby issues this censure with respect to your registered nursing conduct as follows:

- Between 2016 and 2019, you engaged in conduct that was abusive, rude, insubordinate, and unprofessional in your interactions with the College and the Committee.
- You participated in an open source online podcast interview concerning your matters with the College and the Committee, during which time you made false and defamatory statements regarding your interactions with the College, Professional Conduct staff and the Committee.

On March 19, 2026, in accordance with section 102(1)(d) of *The Regulated Health Professions Act* (the “Act”), 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.

RELEVANT FACTS:

On August 22, 2019, you voluntarily surrendered your certificate of practice. During this period, you expressed significant dissatisfaction with the College’s processes. The manner in which you communicated with the Committee and Professional Conduct staff was, abusive, rude, disrespectful, and grossly unprofessional. Between 2016 and 2019, you consistently demonstrated conduct toward the College and the Committee that was inappropriate and significantly unbecoming of a registered nurse. Your conduct undermined the role of the College’s mandate, brought shame upon your character and reflected negatively on the discipline of registered nursing.

In December 2020, once you were no longer actively practicing, you participated in a public podcast interview regarding your matter and interactions with the College. During this

interview, you identified yourself as a former registered nurse, made statements justifying your conduct, and made false and defamatory statements concerning, the College, Professional Conduct staff and the Committee. The Committee finds that you communicated publicly in a manner that was grossly self-serving, malicious, and dishonest. You prioritized your personal interests and reputation over your professional and ethical obligations as a professional.

Your actions undermined public trust and confidence in the profession. A breach of this trust diminishes the credibility and integrity of not only you but of the nursing profession. The Committee's position is that your conduct reflects seriously and negatively on your personal integrity and moral fabric.

I. 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 RNs:

- Professional Practice: 1 and 2.
- Ethical Practice: 19.

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:

- Being Accountable: 1.

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

- Professional Responsibility and Accountability.
- Ethical Practice.
- Self-Regulation.

II. On these facts of the Complaints Investigation Committee records its disapproval of your conduct.

The Committee finds that your conduct in this matter is wholly unacceptable. Registered nursing is a self-regulated profession in Manitoba, and with that immense privilege comes an ongoing responsibility to adhere to the standards of practice and the Code of Ethics for Registered Nurses. This includes demonstrating professionalism, integrity, and sound judgment in all interactions, including those involving the College and the Committee.

A reasonable and prudent registered nurse in similar circumstances would have conducted themselves with respect, dignity, professionalism, and honesty, including:

- Maintaining professional, respectful, and composed communication at all times, even when experiencing frustration or disagreement with the regulatory process.
- Engaging with the College's processes in good faith, recognizing its role in protecting the public and upholding professional standards.

- Raising concerns through appropriate, formal channels rather than through public open-source forums.
- Ensuring that any public commentary was accurate, fair, and did not misrepresent or undermine the regulatory body.
- Exercising sound professional judgment by considering how their conduct, both private and public, could negatively impact public trust in the profession.
- Demonstrating accountability by reflecting on their conduct and taking responsibility, rather than attempting to justify, blame, or deflect on to others.

By failing to meet these expectations, you demonstrated a lack of professionalism and did not uphold the ethical values and standards of practice expected of a registered nurse. Your conduct reflects extremely poor judgment and a failure to recognize your broader professional responsibilities.

The Committee finds that your conduct is sufficiently serious to warrant formal discipline. The Committee is satisfied that a censure is appropriate in these circumstances, as it adequately addresses public concern and reinforces the expectation that moving forward you will engage in appropriate communication, sound professional judgment, and remain an accountable and trustworthy members of your self-regulated profession. This sanction is necessary to clearly convey the professional responsibilities and obligations always expected of you as a registered nurse.

The Committee further directs that this censure be published on the College's website to ensure public trust and confidence in the profession. Publication is necessary to serve as a specific deterrent to you, and as a general deterrent to other members of the profession regarding similar matters. It also ensures transparency and conveys to the public that such conduct is not acceptable in the profession of registered nursing.

The Committee further directs that you pay costs in the amount of \$2,500.00 in accordance with section 104(4) of the Act. This amount represents only a small portion of the costs incurred by the College in this matter, and the Committee finds this amount to be fair and reasonable.