



CENSURE

IN THE MATTER OF: THE REGULATED HEALTH PROFESSIONS ACT (the “RHPA”),
S.M.2009, C. 15

AND IN THE MATTER OF: LEAH BURNS, REGISTRANT #144871, 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:

- On November 23, 2023, you attempted to start an intravenous (IV) infusion on a colleague in an empty operating, without any medical order or clinical necessity.
- You failed to promptly and accurately report the adverse incident to your employer and attempted to avoid responsibility for its consequences.

On March 18, 2026, 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.

RELEVANT FACTS:

On November 23, 2023, while employed as a Registered Nurse at the Grace Hospital in Winnipeg, you entered an empty operating room and attempted to start an IV infusion on a colleague after the colleague requested you do so. During the attempted IV start, your colleague lost consciousness. An overhead emergency call (“Anesthesia 25”) was called to summon immediate medical assistance in the OR. Several staff responded to the code. Your colleague regained consciousness, vomited upon awakening, but recovered and continued to work their shift. You did not immediately report this incident to the nursing supervisor, your manager or senior leadership. Attempting an IV insertion on a colleague constituted unauthorized, unsafe and unprofessional registered nursing conduct.

In the days following the incident, you knowingly participated in an effort to conceal your involvement. You discussed the incident with the other co-worker, and together you agreed to provide your employer with a false account of the events by claiming that you had merely

discovered your colleague unconscious after they had become unresponsive. In keeping with that plan, you first informed your employer that you found your colleague unconscious in the OR after they had attempted to start their own IV. During the same meeting, when you were confronted with information that your colleague had disclosed your involvement and that your account of the events was untrue, you admitted your involvement and that you had participated in the IV attempt. You later informed the College's Investigator, "I knew I was doing something wrong," and expressed regret for misleading your employer. As a registered nurse, you are expected to act with integrity, be accountable for your actions, and report adverse events truthfully. Your decision to mislead your employer was unacceptable and fell significantly below the standards of professionalism and ethical conduct expected of a registered nurse.

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* (2022).

Professional Practice 1, 2c and e.
Ethical Practice 14.

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.1 Providing Safe, Compassionate, Competent and Ethical Care
Nurses provide safe, compassionate, competent and ethical care.

G. 1 & 2 Being Accountable.
Nurses are accountable for their actions and answerable for their practice.

The Committee is reasonably satisfied that on the balance of probabilities you did not meet the following *Entry Level Competencies (ELCs) for the Practice of Registered Nurses* (2019).

2. Professional: 2.1*; 2.2*; 2.6*; 2.13.

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

Your actions compromised the safety of patients and colleagues. An operating room designated for emergency surgeries was contaminated and an emergency code was triggered, diverting multiple staff and resources away from patient care to respond to an avoidable incident in the operating room.

You demonstrated an intentional disregard for your professional responsibilities and facility protocols by proceeding with an invasive procedure on a colleague in the absence of any legitimate medical need, order or authorization.

You failed to exercise appropriate professional judgment and accountability, as evidenced by your failure to promptly and accurately report the adverse incident to your employer. You further attempted to conceal your involvement and provided misleading information to your employer. These actions breached the trust of both your employer and the public and damaged your integrity as registered nurse.

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 for Registered Nurses and the *Code of Ethics for Registered Nurses*.

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

Registered nursing is a self-regulated profession governed by 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, Entry Level Competencies* 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 provide adequate regulatory force necessary to protect the public's expectations of an RN's inappropriate actions and lack of judgement.

On these facts and in accordance with section 104(2) of the RHPA, the Committee directs that the censure be published as it to act as a specific deterrence for you, the Registrant, and as a general deterrence for other Registered Nurses.

In accordance with section 104(4) of the RHPA, the Committee orders the Registrant to pay costs in the amount of \$2,500.00.