



CENSURE

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

AND IN THE MATTER OF: VICKY KONTZAMANIS, REGISTRANT # 149326, 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:

- You failed to take appropriate action after observing an unauthorized medical intervention.
- You provided misleading information during the subsequent investigation.

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 working as a Registered Nurse at the Grace General Hospital, in Winnipeg, you were present in an operating room, when a colleague attempted to start an intravenous (IV) infusion on another colleague using hospital supplies and outside of an authorized patient care context. You failed to intervene, stop the procedure or report the incident immediately to the nursing supervisor, your manager or senior leadership.

The colleague who was the subject of the attempted IV insertion lost consciousness in the operating room. In response, you called an overhead emergency call (“Anesthesia 25”) to summon immediate medical assistance in the OR instead of initiating a Code Blue emergency. 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. This misuse of hospital resources diverted multiple other healthcare staff from their patient care duties.

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.

Evidence gathered during the investigation indicates that you devised the plan to provide a false account of incident and that you encouraged your colleagues to provide the false account, specifically, suggesting they say the colleague attempted to start the IV on himself, in an effort to avoid repercussions. During the employer investigation, you claimed you did not recall such conversations; however, the testimony of other witnesses supports that you devised this plan and intentionally misled your employer. When confronted, you later admitted that you were present and witnessed the IV attempt. You purposefully lied to your employer, concealed your involvement, and failed to intervene in an unsafe situation. You demonstrated a serious lapse in judgment, integrity, and professional accountability.

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 3, 4c and e; and
- 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).

- Providing Safe, Compassionate, Competent and Ethical Care: 1; and
- Being Accountable: 1 and 2.

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 your conduct.

You failed to intervene or take appropriate action when you observed an unauthorized intravenous cannulation attempt being performed on a colleague in a hospital operating room, thereby placing a colleague and the safety of the practice environment at risk. The incident diverted hospital resources from patient care and made the operating room unavailable, thereby compromising patient safety.

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, provided misleading information to your employer and encouraged others to do the same. These actions

breached the trust of both your employer and the public and significantly damaged your integrity as registered nurse. RNs must be honest and your conduct and behaviour is unacceptable.

As a Registered Nurse, you had a duty to uphold patient safety and ethical practice by intervening to prevent unauthorized procedures. Your failure to do so is unacceptable and inconsistent with the trust and professional integrity expected in nursing practice. The Committee emphasizes that such conduct must not be repeated.

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 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*.

Your conduct demonstrated a profound disregard for the standards of professionalism, integrity, and accountability expected of a Registered Nurse. By failing to intervene in an unsafe and unauthorized procedure and by subsequently providing misleading information and encouraging others to do the same, you undermined the trust that patients, employers, colleagues, and the public are entitled to place in members of the nursing profession

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 Committee has determined that this formal censure is an appropriate and adequate regulatory response to address your misconduct and to reinforce the standards of the nursing profession.

On these facts and in accordance with section 104(2) of the RHPA, the Committee directs that the censure be published as it is 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.