College of Registered Nurses of Manitoba

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CENSURE

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

And in The Matter of: SAMUEL MEHZENTA, REGISTRANT 401200, 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 resolves and hereby issues this censure with respect to your registered nursing conduct as follows:

- You repeatedly left work early and left the dialysis unit without authorization or appropriate notification, despite prior reminders and disciplinary interventions.
- On June 20, 2024, you left the workplace while responsible for patient care without appropriately transferring responsibility for your patient or notifying management.
- You engaged in hostile, disrespectful, threatening, and verbally abusive communications toward management and coworkers. Despite being directed to stop, the behaviour continued and escalated following your resignation, resulting in a cease-and-desist response and a Person of Interest security alert.

On May 14, 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:

While employed as a Registered Nurse in the dialysis unit at Selkirk and District General Hospital, you repeatedly left work early and abandoned your assigned duties without obtaining authorization or notifying management. Despite receiving reminders, a letter of direction, disciplinary meetings, and policy reviews, you continued to disregard workplace expectations. Most notably, on June 20, 2024, you left the dialysis unit while responsible for patients who were actively receiving dialysis treatment without appropriately transferring responsibility for your patients or notifying management, this required another nurse to urgently assume care. You admitted that you had previously left work early without authorization, including on December 31, 2023, and on another occasion for personal reasons, demonstrating a pattern of conduct inconsistent with the professional accountability expected of a registered nurse.

You were found to have engaged in unprofessional conduct through hostile, disrespectful, retaliatory, threatening, and verbally abusive communications directed toward management

and coworkers over an extended period. These communications included confrontational interactions regarding potential disciplinary action, harassing text messages, and a verbally abusive telephone call. Despite being advised that your communication style was inappropriate, you continued the behaviour, which escalated following your resignation to the extent that management issued a cease-and-desist response and implemented a Person of Interest security alert.

The Committee acknowledged that you subsequently accepted responsibility for much of your conduct, expressed remorse, and recognized that several of your communication styles were inappropriate. However, the Committee determined that the seriousness of repeatedly disregarding workplace expectations, abandoning professional responsibilities related to patient care, and engaging in threatening and unprofessional communications warrants a significant regulatory response.

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, 2c, 2d;
- Professional Communication: 12;
- Ethical Practice: 14; and
- Collaborative Care: 26a, 26d, and 26f.

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:

- Nursing Values and Ethical Responsibilities: 1, 7, 12, 13, 14, 15;
- Promoting Health and Well-Being: 4; and
- Being Accountable: 1.

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

- Professional: 2.2;
- Communicator: 3.4, 3.5, 3.7;
- Collaborator: 4.1, 4.5; and
- Leader: 6.4, 6.6, 6.9.

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

The Committee records its significant disapproval of your conduct. Registered nurses are entrusted by the public to provide safe, reliable, and professional care and to act with integrity, accountability, and respect in all professional interactions. By repeatedly leaving work without authorization, failing to appropriately transfer responsibility for patient care, and disregarding workplace expectations despite prior corrective measures, you placed the continuity and safety of patient care at risk and demonstrated a significant lack of professional accountability. Such conduct is inconsistent with the standards expected of a

registered nurse and undermines the public's confidence that nurses can be relied upon to fulfill their professional responsibilities and obligations.

The Committee is equally concerned by your hostile, threatening, and disrespectful communications toward management and coworkers. Professional communication is fundamental to maintaining respectful workplaces, effective collaboration, and safe patient care. Conduct that is abusive, intimidating, or retaliatory erodes trust among healthcare professionals, negatively impacts workplace safety, and reflects poorly on the nursing profession. The public must be able to trust that registered nurses will conduct themselves professionally, even during periods of conflict, disagreement, or personal stress.

The public's trust in the profession depends on registered nurses demonstrating accountability, integrity, respect, and professionalism at all times. Conduct such as yours diminishes that trust and creates a valid concern that a nurse may disregard professional obligations, workplace expectations, and the standards of behaviour expected of a self-regulating profession.

The Committee further directs that this censure be published on the College's website in accordance with section 104(2) of the Act. Publication will ensure the College maintains the public's trust and confidence in the profession of registered nursing by serving as a specific deterrent to you, and as a general deterrent to other members of the profession. It also ensures transparency and conveys to the public that such conduct is unacceptable and will not be tolerated within the profession of registered nursing.

The Committee further directs that you pay costs in the amount of $2,000.00 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.