



Adeola IBITOYE

Registrant # 450162

Complaints Investigation Committee Decision

Voluntary Surrender

On January 26, 2026, the College of Registered Nurses of Manitoba (the “College”) received a report regarding Adeola IBITOYE’s (the “Registrant”) conduct.

IBITOYE obtained her nursing diploma in 2010 and bachelor’s degree in 2018, in Nigeria before moving to Canada. In 2023, IBITOYE wrote the NCLEX through Texas then registered in Ontario. In 2023, IBITOYE applied with the College as a labour mobility applicant and gained her certificate of practice in Manitoba.

The complaint identified the following allegations:

- The complaint identified concerns with IBITOYE’s care of residents indicating lapses in monitoring, timely care provision, and adherence to established continence care protocols; this included that residents under IBITOYE’s care were found saturated with urine, and urine was observed on the floor of resident rooms.
- On November 19, 2025, IBITOYE failed to provide adequate supervision of Health Care Aides (HCAs) on her shift; HCAs under IBITOYE’s supervision were observed sleeping while on duty.
- On January 9, 2026, a narcotic medication was found in the corner of a resident’s mouth during morning rounds, raising concern regarding IBITOYE following safe medication practices.
- IBITOYE’s documentation lacked sufficient detail to support clinical decision-making or demonstrate appropriate assessment; several progress notes were identified as duplicated from previous entries.
- IBITOYE failed to meet education deadlines or submit documentation in a timely manner.

The Investigator made multiple attempts to interview IBITOYE; IBITOYE did not participate in an interview prior to the Committee meeting.

Decision

On February 20, 2026, in accordance with section 105(1) of the *Regulated Health Professions Act* (the “RHPA”), the Committee accepted the voluntary surrender of IBITOYE’s certificate of practice and directed that the investigation continues.

The information before the Committee identified concerns regarding IBITOYE’s practice and conduct that may have a serious impact on public safety if IBITOYE continues to practice. The Committee determined that the risk to the public is more than speculative and there are no conditions that would be adequate to protect the public until further investigation occurs. By accepting the voluntary

surrender of IBITOYE's certificate of practice, the Committee can uphold its mandate to protect the public interest, while the investigation continues.

The Committee's position is that all RNs in Manitoba must be able to meet the Entry Level Competencies (ELCs) to practice safely, competently, compassionately and ethically. The initial investigation strongly suggests that IBIOYE may not be able to practice safely and may not be meeting several critical ELCs. The practice concerns identified are significant, broad in scope and present a significant risk to patient safety.

The Committee directed a description of the circumstances that led to the voluntary surrender be published pursuant to section 105(3) of the RHPA.

In accordance with section 106 of the RHPA, the voluntary surrender remains in effect until the Committee is satisfied that the conduct that was the subject of the investigation has been resolved.