



Harjeet SINGH

Registrant #453530

Complaints Investigation Committee Decision

Voluntary Surrender

On February 17, 2026, the College of Registered Nurses of Manitoba (the “College”) received a report regarding Harjeet SINGH’s (the “Registrant”) conduct.

SINGH graduated in 2019 and practiced for approximately eight months in India before moving to Canada. In 2024, SINGH wrote the NCLEX and registered in Ontario. In 2025, he applied with the College as a labour mobility applicant and gained his certificate of practice in Manitoba.

The investigation found evidence to support the following:

- While working on a neonatal intensive care unit (NICU) and nursery unit, SINGH demonstrated unsafe practice and significant gaps in their nursing knowledge, skill, and judgement, including:
 - Multiple concerns related to IM injections/medication administration, including incorrect placement, intending to re-use a contaminated needle, and drawing up an incorrect dose of medication.
 - Inability to articulate the difference between a heart murmur and irregular heartbeat and relying on “Google” for clinical decision making;
 - Failure to recognize signs of possible aspiration;
- SINGH failed to maintain a professional presence in the workplace;
- SINGH accessed his own electronic health record;
- SINGH performed an unsafe action when accessing a patient’s NG tube.
- SINGH was provided with coaching, feedback, and resources, to help integrate him into the practice area; despite the resources provided to him, SINGH was unable to demonstrate his ability to practice at a safe and competent level.

The Complaints Investigation Committee’s (the “Committee”) position is that all RNs in Manitoba must be able to meet the Entry Level Competencies (ELCs) to practice safely, competently, compassionately and ethically. Communicative competence includes proficiency in the English language and is necessary for RNs to practice safely.

The investigation revealed that SINGH has not been able to practice at a safe standard and was not able to meet several critical ELCs. The practice concerns identified during the investigation were significant and broad in scope and included concerns regarding his communication.



Decision

On March 6, 2026, the Co-Chair of the Committee accepted the voluntary surrender of SINGH's certificate of practice. On May 14, 2026, in accordance with section 105(1) of the *Regulated Health Professions Act* (the "RHPA"), the Committee confirmed the Co-Chair's decision to accept the voluntary surrender and directed that SINGH complete the following:

- An English language proficiency test in accordance with College Policy AA-2, and
- A competency assessment.

The Committee directed a description of the circumstances that led to the voluntary surrender be published pursuant to section 105(3) of the *Regulated Health Professions Act* (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.