



DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT
pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN:

PAUL KARATHRA #76,189
(the “**Registrant**”)

and

The College and Association of Registered Nurses of Alberta
(“**CARNA**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and CARNA, dated with effect **December 20, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, PAUL KARATHRA (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to CARNA include the following:

- While working as a RN in a long term care facility, the Registrant failed to demonstrate adequate judgment and failed to comply with the rights of medication administration when they administered loxapine to a patient without consulting the patient’s chart or medication administration record (“**MAR**”) to verify when the patient last received a dose and without obtaining an order from a physician for an extra dose of loxapine when the order was q6h PRN and the patient had received their dose at 0625h.
- The Registrant failed to accurately document their care of a patient when they documented that they administered loxapine to a patient in their chart at 1100h when they had administered the loxapine in the morning during breakfast.
- Next, the Registrant failed to adequately document their care of a patient, specifically:
 - They did not document the reason for administering loxapine, justification for a physical restraint, a post medication administration assessment of the patient and did not document in the patient’s MAR.

- Finally, the Registrant failed to be accountable when they did not report an adverse reaction nor their medication administration error after administering a dose of loxapine when it was not ordered nor required.

The Registrant agreed to complete course work on critical thinking, medication management and documentation. They must also complete a Behavior Improvement Plan on how to improve their critical thinking and documentation skills as a RN. Furthermore, the Registrant must also complete a period of supervision in their practice setting. Conditions shall appear on the CARNA register and on the Registrant's practice permit.