



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

BETWEEN:

[NAME REDACTED] #54,350
(the “Regulated Member”)

and

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

A Disciplinary Complaint Resolution Agreement (“DCRA”) was executed between the Regulated Member and CARNA, dated with effect **March 19, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, #54,350 (the “Regulated Member”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from one (1) complaint to CARNA include the following:

- Between January 2019 and June 2020, on numerous occasions, and while working independently as a charge nurse in a rural setting, the Regulated Member failed to practice with honesty, integrity and respect and failed to practice competently when they pilfered numerous narcotics from their workplace for personal use. Furthermore, on numerous occasions, they failed to practice competently when they failed to accurately document patient care, specifically by altering and falsifying patient charts and the medication administration record, to reflect that they had provided narcotics to patients, both real and fake, after they had pilfered the narcotics. Finally, the Regulated Member acted outside their scope of practice and failed to demonstrate adequate judgment when they falsified physician orders for narcotics and medication, withdrew more narcotics than ordered by a physician and in some cases, provided medication and narcotics to patients without a physician order to do so.

The Regulated Member agreed to complete supervised practice in a setting where they are expected to administer medication that includes narcotics and controlled substances. The Regulated Member’s employer agrees to provide three performance evaluations covering a total of 1100 nursing practice hours. Furthermore, the Regulated Member is required to provide medical documentation to the Complaints Director and drug screens upon request. The Regulated Member shall not practice as a RN until their work setting is approved by the Complaints Director. Conditions shall appear on the CARNA register and on the Regulated Member’s practice permit.