



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

**BETWEEN:**

**Balbir Manak #60,673**  
(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 May 6, 2020. The below constitutes a summary of such DCRA:

Through a Disciplinary Agreement with CARNA, the Regulated Member Balbir Manak, #60,673 (the “**Regulated Member**”) acknowledged and admitted that her behavior constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arising from three (3) complaints to CARNA include the following:

- The Regulated Member drew up a medication for a patient that was not ordered; improperly directed a Health Care Aide (“**HCA**”) to administer the medication to the patient; failed to notice that the medication had not been administered; and inaccurately documented that she administered the medication when she had not.
- The Regulated Member failed to conduct and/or complete an adequate assessment of a post-fall patient; failed to provide adequate post-fall direction to her HCA co-workers; failed to assess the patient q1h as required; and inaccurately documented that she completed a q1hr neuro-vital sign assessments at 0500h, 0600h and 0700h when she had not.
- The Regulated Member failed to accurately document the use of Hydromorphone for a patient when she recorded a “saved” dose as wastage, and incorrectly documented removing a second dose of the narcotic when the second dose came from the “saved” earlier dose. The Regulated Member also failed to self-report this medication transcription error to CARNA pursuant to an agreement with her employer.

The Regulated Member agreed to complete coursework on medication management, documentation and assessment. The Regulated Member’s employer will also provide four (4) Performance Evaluations to the Complaints Director covering a total of 980 hours of nursing practice. Conditions shall appear on the Regulated Member’s practice permit.