

**AMENDED NOTICE TO ATTEND A HEARING**

BY THE HEARING TRIBUNAL

OF THE

COLLEGE AND ASSOCIATION OF REGISTERED NURSES OF ALBERTA (“CARNA”)   
pursuant to section 120(1) of the Health Professions Act

January 6, 2021

**TO: ANDRIA WILSON**

TAKE NOTICE that you, **Andria Wilson, Registration #97,484**, (the “**Regulated Member**”) are required to attend on the **18<sup>th</sup> day of May, 2021 until the 3<sup>rd</sup> day of June, 2021**, commencing at 9:30 o’clock a.m. at which time the Hearing Tribunal of CARNA will conduct a virtual hearing (the “**Hearing**”) into the complaint(s) of the Regulated Member’s practice while employed as a Registered Nurse (“**RN**”) at [facility redacted] in [city redacted], AB.

FURTHER TAKE NOTICE that the Regulated Member’s practice fell below the standard expected of a RN and constitutes unprofessional conduct, contrary to section 1(1)(pp) of the *Health Professions Act*, including, but not limited to, the behavior described in the particulars below (the “**Hearing Particulars**”).

FURTHER TAKE NOTICE that for the purpose of this Notice and the Hearing Particulars, the following terms apply:

<i>Practice Standards for Regulated Members (2013)</i>	“ <b>NPS</b> ”
<i>CNA Code of Ethics</i>	“ <b>CE</b> ”
<i>Entry-Level Competencies for the Practice of Registered Nurses (2019)</i>	“ <b>ELC</b> ”
<i>Documentation Standards for Regulated Members (2013)</i>	“ <b>NDS</b> ”
<i>Scope of Practice for Registered Nurses (RNs) (2011)</i>	“ <b>NSP</b> ”

FURTHER TAKE NOTICE that the Hearing may proceed in the Regulated Member’s absence, if they do not attend at their hearing, pursuant to section 79(6) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Regulated Member’s failure to attend at the hearing may, in itself, be found by the Hearing Tribunal to be unprofessional conduct, pursuant to section 1(1)(pp)(vii)(D) of the *Health Professions Act*.

FURTHER TAKE NOTICE that the Regulated Member may be compelled to testify at their hearing, pursuant to section 72(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE that Hearings of the Hearing Tribunal are open to the public unless the Hearing Tribunal directs otherwise, pursuant to section 78(1) of the *Health Professions Act*.

FURTHER TAKE NOTICE of the following Hearing Particulars to be determined at the Hearing:

PART I

1. Between April 1, 2016 and October 31, 2018, the Regulated Member failed to implement all current and relevant legislation and regulations regarding discussing, establishing and documenting Goals of Care, contrary to the *NPS*.
2. On or about February 3, 2015, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 1]'s Goal of Care, contrary to the *NPS*, *CE* and *NDS*.
3. On or about February 3, 2015 the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 1]'s Goal of Care, contrary to the *NDS* and *NPS*.
4. On or about December 3, 2014, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 2]'s Goal of Care, contrary to the *NPS* and *CE*.
5. On or about December 3, 2014, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 2]'s Goal of Care, contrary to the *NDS* and *NPS*.
6. On or about August 10, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 2]'s Goal of Care, contrary to the *NPS* and *CE*.
7. On or about August 10, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 2]'s Goal of Care, contrary to the *NDS* and *NPS*.
8. On or about February 3, 2015, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 3]'s Goal of Care, contrary to the *NPS* and *CE*.
9. On or about February 3, 2015, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 3]'s Goal of Care, contrary to the *NDS* and *NPS*.
10. On or about May 15, 2017, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 3]'s Goal of Care, contrary to the *NPS* and *CE*.
11. On or about May 15, 2017, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 3]'s Goal of Care, contrary to the *NDS* and *NPS*.

12. In or around May of 2017, the Regulated Member failed to demonstrate adequate judgment when advising [Patient 3]'s family about treating [Patient 3]'s urinary tract infection, contrary to the *NPS* and *CE*.
13. On or about October 3, 2014, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 4]'s Goal of Care, contrary to the *NPS* and *CE*.
14. On or about October 3, 2014, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 4]'s Goal of Care, contrary to the *NDS* and *NPS*.
15. On or about September 22, 2015, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 5]'s Goal of Care, contrary to the *NPS* and *CE*.
16. On or about September 22, 2015, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 5]'s Goal of Care, contrary to the *NDS* and *NPS*.
17. On or about January 18, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 5]'s Goal of Care, contrary to the *NPS* and *CE*.
18. On or about January 18, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 2]'s Goal of Care, contrary to the *NDS* and *NPS*.
19. On or about September 29, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 6]'s Goal of Care, contrary to the *NPS* and *CE*.
20. On or about September 29, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 6]'s Goal of Care, contrary to the *NDS* and *NPS*.
21. On or about November 23, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 6]'s Goal of Care, contrary to the *NPS* and *CE*.
22. On or about November 23, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 6]'s Goal of Care, contrary to the *NDS* and *NPS*.
23. On or about May 17, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 7]'s Goal of Care, contrary to the *NPS* and *CE*.

24. On or about May 17, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 7]'s Goal of Care, contrary to the *NDS* and *NPS*.
25. On or about March 3, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 8]'s Goal of Care, contrary to the *NPS* and *CE*.
26. On or about March 3, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 8]'s Goal of Care, contrary to the *NDS* and *NPS*.
27. On or about September 26, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 9]'s Goal of Care, contrary to the *NPS* and *CE*.
28. On or about September 26, 2016, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 9]'s Goal of Care, contrary to the *NDS* and *NPS*.
29. On or about November 2, 2015, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 10]'s Goal of Care, contrary to the *NPS* and *CE*.
30. On or about August 17, 2016, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 11]'s Goal of Care, contrary to the *NPS* and *CE*.
31. On or about January 25, 2017, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 12]'s Goal of Care, contrary to the *NPS* and *CE*.
32. On or about January 25, 2017, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 12]'s Goal of Care, contrary to the *NDS* and *NPS*.
33. On or about April 11, 2017, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 13]'s Goal of Care, contrary to the *NPS* and *CE*.
34. On or about April 11, 2017, the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 13]'s Goal of Care, contrary to the *NDS* and *NPS*.
35. On or about October 15, 2014, the Regulated Member failed to act competently, failed to exercise reasonable judgment and acted outside of her scope of practice when she signed [Patient 14]'s Goal of Care, contrary to the *NPS* and *CE*.

36. On or about October 15, 2014 the Regulated Member failed to adequately document a palliative plan, the family's wishes regarding end-of-life care and the reason for changes to [Patient 14]'s Goal of Care, contrary to the *NDS* and *NPS*.

## PART II

37. On or about November 1, 2016, the Regulated Member failed to act competently and failed to act within her scope of practice by placing a magnet over [Patient 15]'s pacemaker, contrary to the *NPS*, *CE*, *Standards of Professional Practice for Allied Professional in Pacing and Electrophysiology* and *North American Society of Pacing and Electrophysiology: Standards of Professional Practice for the Allied Health Professional in Pacing and Electrophysiology (January 2003)*.
38. On or about November 1, 2016, the Regulated Member demonstrated a lack of judgment by failing to seek assistance or information as necessary before she placed a magnet over [Patient 15]'s pacemaker, contrary to the *Code of Ethics*, *Practice Standards*, *Standards of Professional Practice for Allied Professional in Pacing and Electrophysiology* and *North American Society of Pacing and Electrophysiology: Standards of Professional Practice for the Allied Health Professional in Pacing and Electrophysiology (January 2003)*.
39. On or about November 1, 2016, the Regulated Member demonstrated a lack of skill and judgment by failing to review and uphold all current and relevant legislation and regulations before placing a magnet over [Patient 15]'s pacemaker, contrary to the *NPS* and *CE*.
40. On or about November 1, 2016, the Regulated Member demonstrated a lack of skill and judgment by failing to seek and/or seeking and disregarding, advice from the Cardiac Device Clinic, contrary to the *NPS* and *CE*.
41. On or about November 1, 2016, the Regulated Member failed to adequately document the planning and procedure before she applied the magnet over [Patient 15]'s pacemaker, contrary to the *NPS* and *CE*.

## PART III

42. Between April 1, 2016 and October 31, 2018, the Regulated Member engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals, when she raised her voice at staff members, contrary to the *CE*, *NPS* and applicable *Alberta Health Service Policies*.
43. Between April 1, 2016 and October 31, 2018, the Regulated Member engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals, when she swore and used foul language while at work, contrary to the *CE*, *NPS* and applicable *Alberta Health Service Policies*.
44. On or about June 1, 2017, the Regulated Member engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals when she told [coworkers 1 and 2] to get over the death of a patient, contrary to the *CE*, *NPS* and applicable *Alberta Health Service Policies*.

45. On or about April 18, 2017, the Regulated Member engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals when she raised her voice at [coworkers 1 and 2], contrary to the *CE, NPS* and applicable *Alberta Health Service Policies*.
46. On or about April 25, 2017, the Regulated Member engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals, when she swore at [coworker 3], contrary to the *Code of Ethics* and *Alberta Health Service Policies and Code of Conduct*.
47. Between April 1, 2016 and October 31, 2018, the Regulated Member engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals, when she inappropriately reprimanded staff in front of others, contrary to the *Code of Ethics* and *Alberta Health Service Policies and Code of Conduct*.

#### PART IV

48. Between April 1, 2016 and October 31, 2018, the Regulated Member failed to assess her practice and take the necessary steps to improve personal competence, including but not limited to goals of care, palliative care and documentation of palliative care as Care Manager, contrary to the *NPS* and *CE*.
49. Between April 1, 2016 and October 31, 2018, the Regulated Member failed to advocate and contribute to establishing a competent and organized practice environment by creating or implementing palliative procedures or standards of care as Care Manager, contrary to the *NPS* and *CE*.
50. Between April 1, 2016 and October 31, 2018, the Regulated Member failed to follow current legislation, standards and policies relevant to their practice as Care Manager, contrary to the *NPS* and *CE*.
51. Between April 1, 2016 and October 31, 2018, the Regulated Member failed to be accountable for her failure to follow current legislation, standards and policies relevant to their practice as Care Manager, contrary to the *NPS* and *CE*.

#### PART V

52. Between April 1, 2016 and October 31, 2018, the Regulated Member failed to demonstrate adequate professionalism while discussing [Patient 10]'s care with [family member 1], contrary to the *NPS* and *CE*.
53. In or about October, 2017, the Regulated Member failed to demonstrate adequate professionalism while discussing [Patient 16]'s care with [family member 2], contrary to the *NPS* and *CE*.

54. In or about October, 2017, the Regulated Member failed to demonstrate adequate skill and judgment about [Patient 16]'s palliative care and changes to his Goal of Care while speaking to [family member 2], contrary to the *NPS* and *CE*.
55. In or about October, 2017, the Regulated Member failed to provide accurate and transparent information about [Patient 16]'s condition to [family member 2], contrary to the *NPS* and *CE*.
56. In or about October, 2017, the Regulated Member failed to document the conversation with [family member 2] regarding [Patient 16]'s Goal of Care, contrary to *NDS* and *NPS*.

THIS NOTICE IS ISSUED BY:



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Cindy Jones, Hearings Director

COLLEGE AND ASSOCIATION OF REGISTERED NURSES OF ALBERTA  
PURSUANT TO SECTION 77 OF THE HEALTH PROFESSIONS ACT