



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

BETWEEN:

[NAME REDACTED] #99,784
(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 **December 4, 2020**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, #99,784 (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:

- The Regulated Member failed to assess their fitness to practice while on shift, specifically when the Regulated Member was impaired by narcotics on two occasions.
- The Regulated Member failed to practice with honesty, integrity and respect and failed to practice competently when she pilfered a patient’s hydromorphone for personal use and self-administered it in her workplace on two occasions.
- The Regulated Member failed to demonstrate accountability and failed to accurately document her patient care when she went into the medication room to alter a patient’s medication administration record to reflect that she had administered hydromorphone to the patient after she had pilfered the hydromorphone on two occasions.
- Between February 2020 and June 2020, the Regulated Member failed to accurately document her patient care when she altered patient medication administration records to reflect that she had administered hydromorphone to a patient after she had pilfered their hydromorphone.
- Between 2015 and 2019, the Regulated Member failed to practice with honesty, integrity and respect and failed to practice competently when she pilfered narcotic pills for her personal use from her employer, specifically hydromorphone.

The Regulated Member agreed to complete coursework and will complete supervised practice in a setting where they are expected to administer medications, including narcotics and controlled substances. The Regulated Member's employer agrees to provide two supervised practice performance evaluations covering a total of 1100 nursing practice hours. 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.