

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

JAMES NEEDHAM, #96,302
(the “**Registrant**”)

and

College of Registered Nurses of Alberta
(the “**College**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and the College, dated with effect September 8, 2025. The below constitutes a summary of such DCRA:

“Through an Agreement with the College, James Needham, #96,302 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College include the following:

- On June 17, 2025, the Registrant displayed a lack of knowledge, skill, or judgment in the provision of professional services and failed uphold medication administration standards when they did one or more of the following:
 - failed to complete the 1300 medline on Pod 5D, resulting in 14 patients not receiving their prescribed medication;
 - failed to report to oncoming colleagues that the 1300 medline on Pod 5D had not been completed or that patients had refused medication;
 - and
 - failed to offer PRN medication to patients.
- On June 17, 2025, the Registrant failed to uphold documentation standards to create accurate, complete and clear documentation of patient care and harmed the integrity of the nursing profession when they did one or more of the following :
 - inaccurately documented that 14 patient had refused their medication, when the Registrant had never attended the Pod or spoken with any patients;
 - failed to document any rationale for any of the 14 patients’ alleged refusal of their medication in their patient chart;
 - failed to document any context surrounding the 14 patients’ alleged refusal of their medication;

The Registrant agreed to complete coursework, pay a fine and provide a practice report. Conditions shall appear on the College register and on the Registrant’s practice permit.”