

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

## BETWEEN:

**JOSE FERNANDEZ, #90,781**  
(the “**Registrant**”)

and

**College and Association of Registered Nurses of Alberta**  
also known as **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 **March 12, 2023**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, JOSE FERNANDEZ, #90,781 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arising from one (1) complaint to the College include the following:

- On one (1) or more occasions in January 2023, the Registrant failed to demonstrate adequate judgment and engaged in conduct that undermines the integrity of the nursing profession when they brought a prohibited weapon, specifically a “stun gun”, as well as a Swiss Army knife to work, causing their co-workers to feel uncomfortable and unsafe;
- On one (1) or more occasions in January 2023, the Registrant failed to uphold medication administration standards when they improperly prepared one (1) or more medications in advance;
- On one (1) or more occasions in January 2023, the Registrant failed to uphold infection prevention principles when they completed the final stage of wound care without donning gloves; and
- On one (1) or more occasions in and before January 2023, the Regulated Member failed to demonstrate adequate judgment and failed to adequately collaborate with the other members of the health-care team when they took extended breaks off the unit.

The Registrant must complete coursework on professionalism and ethics, medication management, and infection prevention and control. The Registrant will be suspended for 15 days and must also provide a practice setting letter after ninety (90) days of practice, covering 330 hours. Conditions shall appear on the College register and on the Registrant’s practice permit.