

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

TANYA SAND, #93,667
(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 **February 15, 2023**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, TANYA SAND, #93,667 (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 and includes the following:

- On multiple occasions between February 2020 and July 2021, and while working as a Registered Nurse in home care, the Registrant failed to demonstrate adequate knowledge, skill and/or judgment in the care of multiple home care clients when they: failed to arrange and/or complete annual assessments for multiple home care clients; failed to adequately follow up with their home care clients, or document their follow up with clients, in a timely manner or at all; failed to discharge clients when appropriate; failed to complete ongoing client assessments; and/or failed to document, or adequately document, their care of multiple home care clients.
- On or after July 5, 2021, the Registrant failed to safeguard the privacy and confidentiality of a home care client when she failed to forward the client’s physical medical chart to the Medical Records department within Alberta Health Services upon the client’s discharge.

The Registrant must complete coursework on time management and documentation and write a behavior improvement plan. The Registrant also agreed to provide employer references for six (6) months of practice. Conditions shall appear on the College register and on the Registrant’s practice permit.