

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

HAIRA NALUGEMWA, #102,388
(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 March 10, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, Haira Nalugemwa, #102,388 (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:

- Sometime on or around August 28, 2024, while working as a manager at a long-term care facility, the Registrant acted unethically, unprofessionally, dishonestly, and in a manner that harmed the integrity of the nursing profession, contrary to the *Canadian Nurses Association Code of Ethics (2017)* (“**Code of Ethics**”), *Entry Level Competencies for the Practice of Registered Nurses (2019)* (“**Entry Level Competencies**”), the *Scope of Practice for Registered Nurses (2022)* (“**Scope of Practice**”), *Practice Standards for Registrants (2023)* (“**Practice Standards**”), and one or more employer policies and procedures, when they:
 - Created, accepted, approved or otherwise enabled for fraudulent, incomplete or improper resumes and references to be submitted, accepted and approved for HCA job positions;

- Created, accepted or approved HCA Competency Assessment Profiles that were fraudulent, incomplete or improper and/or alternatively, created, accepted or approved HCA Competency Assessment Profiles which the Registrant had no skill, knowledge or authority to do;
 - Interviewed, approved, hired or otherwise assisted in hiring HCAs that were not competent, skilled, properly trained, licensed or experienced to provide care to patients;
 - Disguised, hid or failed to share relevant information about HCAs that she knew or ought to have known were unqualified, unskilled, unlicensed or otherwise not fit to work as HCA workers;
 - Acted unethically or was in conflict of interest when she held a leadership position of trust and respect; and,
- Did not participate in or reasonably assist the employer with its investigation or other internal processes aimed to address the above-mentioned serious concerns, allegations or issues.

The Registrant agreed to complete coursework and provide employer notifications for two (2) years. The Registrant also agreed to pay a fine and a suspension will be held in abeyance. Conditions shall appear on the College register and on the Registrant's practice permit.