

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

SARAH HENNINGS, #95,639
(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 **November 19, 2022**. The below constitutes a summary of such DCRA:

Through a DCRA with the College, SARAH HENNINGS, #95,639 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from three (3) complaints to the College and includes the following:

- Between December 1, 2020 and August 20, 2021, the Registrant failed to follow legislation relevant to their nursing practice and their employer’s privacy policies when they used their assigned laptop to access Netcare health records of one hundred and seventy nine (179) individuals and when they were not performing their duties and for purposes that were not consistent with the intended purpose of performing AHS duties.
- Between December 1, 2020 and August 20, 2021, the Registrant prescribed medications to eight (8) friends and/or family members, despite the absence of urgent or emergent circumstances.
- On or around April 6, 2021, the Registrant failed to demonstrate adequate judgment and/or contravened the applicable standards of practice of the College when the Registrant met with Patient 1, a 60-year-old person with a complicated health history and who was a neighbor of the Registrant, in a non-clinical setting and prescribed the patient fourteen (14) medications, including narcotic pain medication and sedating medications, without:
 - consulting and collaborating with Patient 1’s treating physician or the most responsible health care provider, including discussing their plan of care;
 - establishing a plan to monitor Patient 1’s response to the prescribed medications; and

- adequately monitoring Patient 1's response to the medications they prescribed to the patient.
- In or around November 2021, the Registrant engaged in conduct that harms the integrity of the profession and contravened applicable standards of practice of the College when, during an interview with a journalist, while the Registrant was experiencing difficult personal circumstances, the Registrant:
 - revealed that a patient, who had been identified by name, had serious health conditions and confirmed that they had treated the patient; and
 - mislead the public by suggesting the College imposed interim conditions on their practice permit, pursuant to section 65 of the HPA, for their protection when they knew, or ought reasonably have known, that the College imposed the interim conditions to protect the public and patients given the serious nature of the allegations against them.
- In or around May 2022, the Registrant failed to protect patient confidentiality and to ensure all documents regarding prescriptions were secure when they left behind, at their previous residence and after moving abruptly, approximately four (4) empty medication containers from patient care provided between 2013-2018, which show the patients names and the name of the medication, and documentation for one (1) previous patient from 2018, which included identifying patient information and private health information of a patient.

The Registrant has been bound by conditions pursuant to section 65 of the *HPA* since November 2021, including a prohibition to prescribe medication and a requirement for supervision of their practice. The conditions pursuant to section 65 of the *HPA* were removed upon execution of this DCRA. The Registrant agreed to complete coursework on privacy, must complete the PROBE program on ethics and boundaries and must write an essay on the importance of maintaining the integrity of the nursing profession. Further, the Registrant shall be suspended for ninety (90) days and agreed to pay a fine of \$5000.00. When the Registrant returns to work as a registrant of the College, they must be under supervision for a period of time and for a period of eighteen (18) months must provide a letter from any prospective employer. Conditions shall appear on the College register and on the Registrant's practice permit.