

# AMENDED AMENDED AMENDED DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**TRACY CARROLL, #70,241**  
(the “**Registrant**”)

and

**College and Association of Registered Nurses of Alberta**  
also known as **College of Registered Nurses of Alberta**  
(the “**College**”)

An Amended Amended Amended Disciplinary Complaint Resolution Agreement (“**AAADCRA**”) was executed between the Registrant and the College, dated with effect November 1, 2023. The below constitutes a summary of such AAADCRA:

Through an AAADCRA with the College, TRACY CARROLL, #70,241 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from five (5) complaints to the College and includes the following:

- The Registrant failed to adequately assess and address their fitness to practice during one (1) shift at their place of employment, specifically when the Registrant consumed medication provided by their physician prior to their shift. On the same shift, the Registrant failed to meet patient care needs after failing to adequately assess and address their fitness to practice when they: failed to adequately document their care of three (3) patients in the Multidisciplinary Progress Record; failed to complete the necessary post-mortem care of another patient; and failed to promote continuity of healthcare services when they left the unit without adequately transferring care of their patients.
- The Registrant failed to provide a satisfactory Employer Reference to the College as required by a Disciplinary Complaint Resolution Agreement with the College.
- The Registrant demonstrated a lack of knowledge, skill and/or judgment when they administered a restricted medication incorrectly and contrary to a physician’s order, without the necessary training, and without proper emergency equipment at the patient’s bedside.

- The Registrant failed to demonstrate adequate judgment in caring for a patient with ALS when they: failed to adequately respond to the concerns of the patient's daughter regarding the patient's pain; inappropriately shared a personal story with the patient's daughter regarding ALS; and inappropriately offered the patient's daughter condolences on her loss despite the patient being alive.
  
- The Registrant demonstrated a lack of knowledge, skill and/or judgment when they;
  - Administered a medication through an inappropriate route and in a manner inconsistent with the order and with clinical procedure; and/or
  - Inaccurately documented that the medication was given orally, when it was not.

The Registrant must complete coursework on relational practice and medication management, provide employer references (under a combination of direct and indirect supervision, followed by a practice report letter) covering a total of 570 practice hours and further provide proof of completion of a detailed learning plan. The Registrant previously submitted medical clearance as well as a paper on the importance of assessing and addressing fitness to practice in the workplace. Conditions shall appear on the College register and on the Registrant's practice permit.