

# DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

**BETWEEN:**

**STEPHEN LITTLE, #98,218**  
(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 September 22, 2023. The below constitutes a summary of such DCRA:

Through a DCRA with the College, STEPHEN LITTLE, #98,218 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arising from a self-report from the Registrant, which the Complaints Director acted on and treated as a complaint under section 56 of the *Health Professions Act*, includes the following:

- Between October and November 2021, and March and May 2022, the Registrant failed to practice with honesty, integrity and respect and failed to practice competently when they diverted narcotic medications from their employer for personal use. During the same time period, the Registrant failed to adequately assess and address their fitness to practice when they consumed diverted narcotic medication while on shift.
- Between October and November 2021, and March and May 2022, the Registrant displayed a lack of judgment and failed to uphold medication administration standards when they:
  - intentionally altered the concentration and volumes of high alert medications, including narcotic medications, being administered to patients via infusion, without authorization;
  - Failed to promote safe patient care when they delivered the incorrect dose of narcotic medications to one (1) or more patients.

- In May 2022, the Registrant failed to adequately prioritize patient care and collaborate with their nursing colleagues when they left the unit without advising their nursing colleagues for short periods of time.

The Registrant must complete course work and pay a fine. The Registrant shall be suspended for 60 days, with 30 days commencing immediately and the remaining 30 days held in abeyance for one (1) year on the condition that the Registrant complies with the DCRA and there are no further complaints that raise concerns regarding medication diversion within the next year. The Registrant must also provide an employer reference covering 200 nursing practice hours, medical letters, and three (3) years of employer notifications. Conditions shall appear on the College register and on the Registrant's practice permit.