



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

**BETWEEN:**

**[NAME REDACTED] #106,262**  
(the “Regulated Member”)

and

**The College and Association of Registered Nurses of Alberta**  
(“CARNA”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Regulated Member and CARNA, dated with effect **October 21, 2020**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, #106,262 (the “Regulated Member”), acknowledged and admitted that his behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from one (1) complaint to CARNA include the following:

- The Regulated Member failed to demonstrate adequate judgment, failed to collaborate with the other members of the health-care team and failed to prioritize the care of his patients when he slept for approximately seven hours during his night shift.
- The Regulated Member pilfered numerous medications from his employer for personal use and the use of his acquaintances.
- The Regulated Member attended work often while unfit to practice and under the influence of medication.

The Regulated Member’s employer will complete Performance Evaluations. Furthermore, the Regulated Member agreed to provide two letters from medical professionals after the completion of his Performance Evaluations. Conditions shall appear on the CARNA register and on the Regulated Member’s practice permit.