



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

BETWEEN:

JESSICA ALEMAN-SCHIPPER, #100,471
(the “**Registrant**”)

and

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

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and CARNA, dated with effect **AUGUST 12, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, JESSICA ALEMAN-SCHIPPER, #100,471 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to CARNA include the following:

- Between July 1, 2019 and December 12, 2019, on numerous occasions and while in the role of Assistant Head Nurse, the Registrant failed to adequately assess and address their fitness to practice while on shift, specifically when the Registrant consumed narcotics prior to their shift.
- Between July 1, 2019 and December 12, 2019, on numerous occasions and while in the role of Assistant Head Nurse, the Registrant failed to practice with honesty, integrity and respect and failed to practice competently when they pilfered dilaudid for personal use, including when they withdrew more dilaudid than required with the intent to pilfer the wastage.

The Registrant has a previous Hearing Tribunal Order for similar unprofessional conduct from 2016 that restricts the Registrant from practicing in a setting with any access to narcotics, anesthetics, or controlled substances. Furthermore, the Registrant must have their practice setting approved by the Complaints Director, must provide annual letters from their practice setting, must complete coursework on professionalism and shall pay a fine of \$2000. Conditions shall appear on the CARNA register and on the Registrant’s practice permit.