



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

**BETWEEN:**

**ANDRIA WILSON #97,484**  
(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 **MAY 17, 2021**. The below constitutes a summary of such DCRA:

Through a DCRA with CARNA, ANDRIA WILSON, #97,484 (the “**Regulated Member**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Regulated Member’s unprofessional conduct arises from one (1) complaint to CARNA and includes the following:

- While in the role of care manager at a long-term care facility between 2014 and 2018:
  - The Regulated Member failed to act competently and failed to exercise reasonable judgment when they improperly and inadequately recorded patients’ and families’ end-of-life care decisions on and signed the Goal of Care designation orders of fifteen (15) patients, and the designation orders were relied on by other members of the healthcare team as effective physician orders when providing care to the patients.
  - The Regulated Member failed to demonstrate critical inquiry when, based on a family’s end-of-life care request, they suggested to a physician to place a magnet on the DDD-R pacemaker of Patient 1, and after the physician ordered the magnet placement, failed to seek assistance or information as necessary about placing a magnet on Patient 1’s pacemaker, including failing to contact the Cardiac Device Clinic and reviewing policies, and failed to exercise reasonable judgment and acted out of their scope of practice when they placed a magnet over Patient 1’s pacemaker.

- The Regulated Member engaged in behavior that was unprofessional and/or disrespectful when they raised their voice at staff members, became frustrated at staff members and used foul language while in the workplace.

The Regulated Member agreed to a suspension of two years, with a period of their suspension deemed served before signing of their DCRA. They must complete a period of direct supervision and indirect supervision upon returning to work as a RN. In addition, the Regulated Member shall have restrictions on their permit for a period of three (3) years. Furthermore, the Regulated Member agreed to pay partial costs to CARNA in the amount of \$20,000 due to a lack of meaningful response from the Regulated Member and their agent, the United Nurses of Alberta (“**UNA**”) between November 2020 and May 2021. Conditions shall appear on the CARNA register and on the Regulated Member’s practice permit.