

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

SALEM GHEBRESELASSIE, #99,306
(the “**Registrant**”)

and

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 August 14, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, SALEM GHEBRESELASSIE, #99,306 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one complaint to the College and includes the following:

- On June 6, 2023, the Registrant, while acting in the role of charge nurse, contravened the *Canadian Nurses Association Code of Ethics (2017)* (“**Code of Ethics**”), Practice Standards for Registrants (2023) (“Practice Standards”), and one or more employer policies, when they:
 - failed to contact the on-call manager to address or problem-solve staffing concerns;
 - failed to ensure that a colleague RN, who had been assigned a patient with a constant observation order, had no other duties; or
 - knowingly allowed a colleague RN, who had been assigned a patient with a constant observation order, to not comply with employer guidelines related to constant observation.
- On June 6, 2023, the Registrant, while acting in the role of charge nurse, displayed a lack of knowledge, skill, or judgment, contrary to the *Code of Ethics*, *Practice Standards*, and one or more employer policies, when they:
 - knowingly permitted a colleague RN to remove the clothing from an adolescent patient, who was displaying risk of self-harm, which was outside the patient’s care plan;
 - directed a colleague RN not to administer IM medication to an adolescent patient, who was displaying risk of self-harm, in favour of seclusion of the patient;

- failed to document or ensure the colleague RN documented the rationale for secluding the patient rather than administering IM medication;
- failed to complete a debrief with colleagues and protective services following an incident of an adolescent patient, who was displaying risk of self-harm;
- failed to update or ensure that the colleague RN update the manager, certified nurse educator, assigned psychiatrist, and site medical director of an incident involving a patient displaying risk of self-harm; or
- failed to report or intervene in the conduct of a colleague RN that would reasonably cause serious emotional harm to an adolescent patient with significant trauma history.

The Registrant agreed to course work on responsible nursing, and patient safety along with a fine. The Registrant further agreed to an employer reference covering a total of 330 nursing practice hours. Conditions shall appear on the College register and on the Registrant's practice permit.