

AMENDED DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

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

BETWEEN:

NEENU NELSON, #126,547
(the “**Registrant**”)

and

College of Registered Nurses of Alberta
(the “**College**”)

An Amended Disciplinary Complaint Resolution Agreement (“**ADCRA**”) was executed between the Registrant and the College, dated with effect June 18, 2025. The below constitutes a summary of such ADCRA:

Through an Agreement with the College, NEENU NELSON, #126,547 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from two (2) complaints to the College include the following:

- On multiple occasions between October 2023 and February 2024, the Registrant failed to practice with honesty and integrity when they diverted injectable hydromorphone from their employer for personal use.
- Between approximately December 14, 2024 and December 15, 2024 the Registrant failed to demonstrate adequate knowledge, skill and/or judgement, when they:
 - Wasted narcotics in the garbage in a patient’s room;
 - Walked around the unit with a syringe and narcotic vial in hand; and
 - Failed to accurately document hydromorphone usage and wastage on multiple occasions.

The Registrant agreed to complete course work on ethics and professionalism, which has been completed, and medication management and documentation. The Registrant must also pay a fine. The Registrant has served a suspension for 35 days, with 20 days commencing immediately and the remaining 15 days held in abeyance for three (3) years on the condition that the Registrant complies with the Agreement and there are no further complaints that raise concerns regarding medication diversion in that period. The Registrant has a 15-day suspension held in abeyance for a period of two (2) years on the condition that the Registrant complies with the Agreement and there are no further complaints. The Registrant has provided medical clearance and must have a practice setting approved. Thereafter, the Registrant is required to submit two employer

references covering 330 hours of nursing practice each. Finally, for a period of three (3) years from the date the Agreement is executed, the Registrant must provide notification letters to the Complaints Director from their Supervisor at any new or prospective employer, or at any other entity for whom the Registrant will complete any type of nursing practice hours as a registrant of the College, confirming, *inter alia*, that the Supervisor has read the Agreement and will immediately report any concerns regarding the Registrant's practice to the Complaint Director. Conditions shall appear on the College register and on the Registrant's practice permit.