



## **AMENDED DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT**

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

**BETWEEN:**

**KAREN PLISKA #52,504**  
(the “**Registrant**”)

and

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

An Amended Disciplinary Complaint Resolution Agreement (“**ADCRA**”) was executed between the Registrant and CARNA, dated with effect **NOVEMBER 1, 2021**. The below constitutes a summary of such ADCRA:

Through a ADCRA with CARNA, KAREN PLISKA, #52,504 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from two (2) complaints to CARNA and includes the following:

- Between 2017 and 2021, the Registrant, while in the position of Assistant Head Nurse at a long term care facility, failed to communicate effectively and respectfully with other members of the healthcare team that interfered in the collaboration with other health care professionals when the Registrant, repeatedly and on numerous occasions, did the following:
  - Failing to communicate with respect during report;
  - Described their colleagues as incompetent and caused their colleagues to feel disrespected by their words and actions;
  - Discussed private information about their RN colleague with others, after being asked to stop;
  - Yelled at their colleagues in frustration;
  - Called their colleagues foul names;

- Humiliated their RN and LPN colleagues in public;
  - Intimidated, verbally abused, berated, and humiliated their HCA colleagues; and
  - Raised their voice at their colleagues.
- The Registrant failed to act within their scope of practice and failed to demonstrate adequate judgment when they wrote an order to adjust Patient 1's fluids without a physician's order to do so.
  - The Registrant engaged in behavior that was unprofessional, disrespectful or otherwise interfered in the collaboration with other health care professionals when the Registrant raised their voice at their colleague and followed their colleague around the unit and berated them after a CARNA complaint had been received.

The Registrant agreed to be suspended for fifteen (15) days and complete course work on ethics, conflict management and leadership. The Registrant also agreed to provide a behaviour improvement plan and must provide employer references covering 600 hours of nursing practice. Conditions shall appear on the CARNA register and on the Registrant's practice permit.